

Ladi Akhamie

FORENSIC AUDIT MANAGER - Business Risk Management, MTN Nigeria Communications Limited

Lagos, GU

-Email me on Indeed: <http://www.indeed.com/r/Ladi-Akhamie/00ca1e5352c58588>

I am a certified fraud examiner, a certified management of risks practitioner and a qualified legal practitioner with 13 years post call to bar experience. I have a proven track record in proactive and reactive fraud risk management and an in-depth knowledge of forensic auditing and implementation of anti-fraud awareness programs. I have over eight years' experience in defining and deploying anti-fraud strategies and controls, monitoring compliance and promoting excellent business ethics and integrity within the corporate environment. I have specialist skills in research, investigations and advisory services with strong problem solving capability which has led to several risk mitigations, systems and process improvements, stability, functionality and efficiency. My experience cuts across Investigations and Due diligence, Stakeholder Relationship Management and Team management. This comes with the ability to transfer key skills to various industry sectors.

I am quick to familiarise with the latest technologies and industry developments while demonstrating a logical and analytical approach to solving complex problems and issues. I possess excellent interpersonal and communication skills with the ability to develop and maintain positive internal and external relationships. I enjoy being part of, as well as leading, a successful and productive team and thrive in highly demanding and challenging working environments. I am very articulate with strong communication skills and reporting abilities. I am flexible, adapting with ease to new and changing environments, and very willing to travel or relocate.

Areas of Expertise/Relevant Skills

- ◆ Fraud and Investigations Project Management with end to end stakeholders management, information management and dissemination and value adding management reporting experience
- ◆ Certified Fraud Examiner (Association of Certified Fraud Examiners, USA) with 7 years experience in proactive and reactive fraud management, including compliance monitoring, governance and ethics with a view to providing the required level of assurance to management
- ◆ Certified risk management practitioner with emphasis on strategic risks management including corporate ethics and fiscal policy compliance, contractual risks and fraud, risk assessment, telecoms regulatory risks and value adding management reporting.
- ◆ Whistle Blowing procedure management, entity and process levels anti-corruption risk assessments, corporate fraud and work place investigations
- ◆ Experience and training in business process optimization, improving internal control portfolio and compliance and recommending improvements to business processes and corporate practice.
- ◆ Qualified Legal Practitioner (over 12 years post call to Bar experience) with formal and practical knowledge in law of evidence, industrial and labor relations, litigation, contractual and commercial law, legal drafting and conveyance, telecoms regulatory and risk environment, alternative dispute resolution, etc.
- ◆ Principles and practice of management with a post graduate certification in Management from the University Of Leicester School Of Management ensuring a solid background and formal knowledge.
- ◆ Associate Member of the Chartered Institute of Arbitrators (UK) experienced in arbitration and mediation issues with a view to arriving at a win-win resolution.

Work Experience

FORENSIC AUDIT MANAGER

Business Risk Management, MTN Nigeria Communications Limited - NG

May 2014 to Present

www.mtnonline.com)

I was promoted to ensure minimization or total eradication of fraud and all its related activities in MTNN through the design and implementation of innovative fraud risk management strategies consistent with the organizational goals and policy of Zero Tolerance. I was further tasked with the responsibility of implementing strategies which would establish an effective and efficient fraud risk management function so as to ensure that the department achieves its strategic goals of proactive fraud risks management, achieving financial savings and recovery from fraud, improving internal controls and compliance through valued adding process improvement recommendations, improving internal reporting methodology and improving internal relationships and acceptance within, as well as outside the business.

- ◆ Conceive, initiate, prioritise and lead the completion of all fraud risk management related initiatives for the MTN Group
- ◆ Research, document, develop and implement industry best practices with regard to fraud prevention and detection processes and systems, including fraud prevention metrics to measure current processes and to measure process or procedural changes relative to fraud
- ◆ Assist the organisation to develop Fraud risk management strategy, participate in risk assessment workshops and contribute to the annual Combined Assurance Plan for Business Risk Management department
- ◆ Plan and co-ordinate the work of the Fraud Risk Management team to ensure achievement of targets within time and in an effective and efficient manner, with minimal costs to the business.
- ◆ Prepare comprehensive monthly and quarterly reports for Audit and Risk Committee and senior Management for MTN Nigeria and the Group
- ◆ Project manage forensic investigations and ad-hoc management requests in the work place involving employees and contractors, review and approve generated report prior to issuing to relevant stakeholders.
- ◆ Oversee the maintenance and completeness of a group wide fraud risk management database, including the risk management software, used for tracking fraud investigations, implementation of recommendations, recovery and losses and trend analysis etc.
- ◆ Supervise and monitor the management of the internal Whistle Blowing mediums (including the Anonymous Tip-offs Lines, email boxes and other mediums, and creating awareness internally and externally.
- ◆ Collaborate with management and other stakeholders to determine appropriate control portfolios and reporting requirements, coordinate investigations, assess risk, determine disclosure strategies and make recommendations within the context of an investigation.
- ◆ Manage stakeholder relationships between the department and other divisions within the organization with a view to improving the perception and positioning of the department, including value adding and mutually benefitting client services and stakeholder relationship management and advisory services as required.
- ◆ Manage stakeholder relationships between the department and Government Agencies, including the Economic and Financial Crimes Commission, The Nigerian Police, and State Security Services

- ◆ Liaise with other Telecommunication companies and association on strategies to improve business operations and reduce revenue leakage amongst operators.
- ◆ Leverage on current government policies and customer behavioral information in providing advice to the business on revenue leakage. Interface with law enforcement and legal in respect of legal issues arising out of investigations.
- ◆ Contribute and Review monthly articles for the Departmental Newsletter and other publications.
- ◆ Ensure compliance with MTNN corporate values and code of conduct by employees and business partners.
- ◆ Advise line and other stakeholders on issues of employee/manager relationships, vendor responsibilities on grievance and disciplinary procedures, conflict of interests, and monitor and report on compliance.

Key Results:

- ◆ Designed and implemented various process improvement initiatives for the department including documentation and communication of the standard of proof required for workplace investigations, documented the FRM Incident Management Procedure (WIP), conflict of interest declaration form, report review form, expert witness feedback form etc
- ◆ Developed a proactive fraud strategy road map for the department
- ◆ Achieved 95% implementation of recommendations from the Quality Assurance audit leading to measurable improvements in quality and turn around cycle time.
- ◆ Led investigation leading to the recovery of \$1,382, 352 and the criminal prosecution of the perpetrators within 5 months of resumption.
- ◆ Recommended and championed the procurement of a forensic investigation tool
- ◆ Achieved the restructuring of the department's organogram and recruitment of identified relevant skills

SENIOR FORENSIC AUDITOR

Business Risk Management, MTN Nigeria Communications Limited - NG

December 2008 to April 2014

www.mtnonline.com)

I was promoted to assist in repositioning the department to achieve its strategic goals of proactive fraud risks management, achieving financial savings and recovery from fraud, improving internal reporting methodology and improving internal relationships and acceptance within the business.

To this end I was responsible for designing and managing proactive fraud awareness and communications, interfacing with key external stakeholders (contractors and law enforcement) and internal departments (Procurement, legal, HR and Finance), to foster trust and involvement.

In addition, I was part of the project team for the deployment of a risk assessment and reporting software aimed towards the improvement of fraud risk management. I was also responsible for supervising the activities of the forensic auditors, coaching, monitoring progress and identifying their developmental needs.

- ◆ Lead, direct and/ or conduct investigations into allegations of fraud and corruption by employees and customers, from preliminary investigative stage to the conclusion of internal disciplinary, criminal and/ or civil action.
- ◆ Prepare monthly and quarterly reports for Audit and Risk Committee and senior Management for MTN Nigeria and the Group.
- ◆ Supervise the upload of data and analyze relevant data, generate reports, provide support and manage access to the fraud risk management database of the Enterprise Risk Assessor software.

- ◆ Manage stakeholder relationships between the department and other divisions within the organization with a view to improving the perception and positioning of the department.
- ◆ Manage stakeholder relationships between the department and Government Agencies, including the Economic and Financial Crimes Commission, The Nigerian Police, and State Security Services
- ◆ Liaise with other Telecommunication companies and association on strategies to improve business operations and reduce revenue leakage amongst operators.
- ◆ Conduct and participate in Risk Assessments workshops, annual combined assurance planning, identify areas of weaknesses and recommend/ implement improvements and controls to strengthen those areas.
- ◆ Continuous networking activities to maintain relationships for collaboration and information purposes.
- ◆ Leverage on current government policies and customer behavioral information in providing advice to the business on revenue leakage.
- ◆ Contribute and Review monthly articles for the Departmental Newsletter and other publications.
- ◆ Provide value adding and mutually benefitting client services and stakeholders relationship management and advisory services as required.
- ◆ Interface with law enforcement and legal in respect of legal issues arising out of investigations.
- ◆ Ensure compliance with MTNN corporate values and code of conduct by employees and business partners.
- ◆ Advise line and other stakeholders on issues of employee/manager relationships, vendor responsibilities on grievance and disciplinary procedures, conflict of interests, and monitor and report on compliance

Key Results:

- ◆ Assisted in pioneering the inclusion of recovery and restitution in the MTNN Fraud Risk Management strategy. Out of an estimated total value of investigations of \$50,000,000, my team was able to recover and prevent losses in excess of \$30,000,000.
- ◆ Played a key role in ensuring the successful review and subsequent improvement of the contents of the purchase order, several contracts between MTNN and 3rd parties, supplier code of conduct, employee code of conduct and disciplinary matrix for MTN Nigeria.
- ◆ Identified the need to provide adequate training and guidance on the disciplinary and grievance procedure to line managers to ensure effectiveness in the process, and made recommendations to BRM management to that effect.
- ◆ Regularly delegated to attend the new intakes Induction Program where I'm required to induct new recruits on the Company's fraud policies ethics.
- ◆ Assisted in fostering a closer working relationship and team work conducive to open dialogue amongst the BRM team using my roles as the departmental Group Culture Audit (GCA) champion and Yello Star Nomination champion and other employee engagement/bonding initiatives. I have been able to motivate the division to consistently achieve 100% participation/performance in organization culture audits and other company wide initiatives.
- ◆ Introduced quarterly companywide communications to create awareness and enlighten employees of their roles and responsibilities with regards to compliance to company policies and code of ethics.
- ◆ Successfully established excellent working relationships with external and internal stakeholders which has translated to improved turnaround time for investigations and value adding performance.
- ◆ Established a vital coalition of information network and strategic contacts which have proved valuable in strategic policy and decision making by the Company and continuous leveraging on security, network and industry liaison to solicit cooperation during information gathering and investigation, thus saving time, costs and bureaucratic red tape.

FORENSIC AUDITOR

Business Risk Management, MTN Nigeria Communications Limited
2006 to 2008

I was promoted to fulfill a broad range of fraud and risk management functions, including investigating reported and suspected fraud or non-compliance incidents, monitoring compliance and risk assessments, analyzing the trends of reported infringements or offences and identifying possible areas of weaknesses in the policies processes and procedures of the company which may have allowed the infringement to occur.

- ◆ Planning, performing, analysing and reporting on outcomes of investigations of allegations of fraud or corruption
- ◆ Collating fraud incident information from across all departments/regions and report thereon
- ◆ Recommending internal controls to be improved or action(s) to be taken to manage identified fraud incidents
- ◆ Providing assurance and confidence to key stakeholders regarding the integrity of business processes
- ◆ Participating in fraud risk assessments
- ◆ Managing of all internal tip-off channels
- ◆ Writing and managing the publication process of the Forensic Newsletter - a quarterly publication of the Forensic Audit Team geared towards raising Fraud awareness amongst staff members of MTNN.

Key Results:

- ◆ Part of the successful startup team for the forensic audit unit within the Business Risk Management department.
- ◆ Assisted in the implementation of a companywide annual fraud road show and workshop
- ◆ Pioneered the CFE certification for the team.
- ◆ Introduced, designed and implemented the recommendations register for monitoring and tracking purposes
- ◆ Assisted in designing and documenting Policies, Processes & Procedures, including the annual strategic focus document for the department and investigation methodology
- ◆ Played a major part in the design of the Audit Committee Reporting format

INTERNAL AUDIT COORDINATOR

Business Risk Management, MTN Nigeria Communications Limited
2005 to 2006

Preparation of Departmental Reports and Presentations (Strategy documents, project reports, audit committee reports, monthly and weekly performance report, Management committee reporting etc).

- ◆ Supervising Departmental data management and storage
- ◆ Coordinating departmental activities - meetings & minutes, trainings, retreats, travel, leave, petty cash management.
- ◆ Managing and monitoring departmental projects and performance in line with the Departmental KPIs.
- ◆ Liaising and facilitating communication between IA, other departments within MTNN and external customers.
- ◆ Personal assistant to the Head of Internal Audit (now BRM)
- ◆ General Office Administration - scheduling of departmental activities, budget monitoring and office support

FINANCE ADMINISTRATOR

FINANCE DEPT, MTN Nigeria Communications Limited

2003 to 2005

Key functions

- ◆ Monitor departmental expenditure to ensure that spend is within budget
- ◆ Project Support for planned and ongoing projects, including liaising with HR during the restructuring and intensive recruitment exercise for the department in 2004
- ◆ General Office Administration
- ◆ On boarding and other arrangements for the new intakes
- ◆ Coordinate departmental activities - meetings & minutes, trainings, retreats, travel, leave, and manage petty cash
- ◆ Receive and respond to correspondence and customer queries (external and internal)

JUNIOR COUNSEL

Abuka Ajegbo Ilogu & Nwaogu

2001 to 2003

Junior Counsel (Youth Service)

Abuka Ajegbo Ilogu & Nwaogu - Abuja

2000 to 2001

Involved in litigation and advocacy in court either alone or with senior counsel in chambers

- ◆ Handled briefs assigned by senior counsel
- ◆ Prepare briefs, addresses and motions for filing and file same when required
- ◆ Prepare and file documents for incorporation, and conduct searches at the Corporate Affairs Commission
- ◆ Update case files and clients records, including bill payments and outstanding
- ◆ Receive and respond to correspondences and dispatch approved responses where necessary

Education

Analysis and Mining

Institute of Internal Auditors - Lagos, GU

2013

Certificate in Management

University of Leicester

2011

Nigerian Law School Bwari

2000

Business School

Ahmadu Bello University Zaria - Lagos, GU

1998

Business Data Planning and Analysis

Lagos Business School

Accounting for Non-Accountants

Lagos Business School

Project Management
University of Pretoria