

The background of the cover is a dark, abstract composition. It features a large, dark silhouette of a woman's head and shoulders in profile, facing left. Overlaid on this and the background are various patterns of leaves and foliage, some in shades of green and blue, others in purple and pink. The leaves are semi-transparent, creating a layered effect. The overall aesthetic is artistic and modern.

# ***GIR***

**Global Investigations Review**

**2018**

**WOMEN IN  
INVESTIGATIONS**



# WOMEN IN INVESTIGATIONS

This year GIR once again shines a spotlight on female practitioners in our second Women in Investigations special. The white-collar world is filled with female investigations practitioners whose reputations and résumés speak for themselves, and this special serves to demonstrate the wide variety of talented women – from government enforcers to the next generation of investigators – who form part of the worldwide investigations community and we think GIR readers should get to know. The final 100 were chosen following an open nomination process where we encouraged GIR readers to present up to three names along with compelling reasons for why those individuals deserved to be featured.

The special comes after almost a year of unprecedented dialogue around systemic problems female professionals contend with in the workplace, ranging from pay disparities to sexual harassment to an institutional lack of opportunities afforded to women and minorities.

Part of that conversation was sparked by the #MeToo movement that rose up following reports in late 2017, from both *The New York Times* and *The New Yorker* on the decades of alleged sexual assault and harassment by Hollywood film producer Harvey Weinstein.


The legal community has not been immune to the problems with

sexual harassment and diversity. Since the first reporting on Weinstein, a survey of 1,000 lawyers by a UK trade publication revealed that 42% of respondents had experienced sexual harassment in the workplace. Meanwhile, research management consulting firm McKinsey & Company in 2017 showed that women in North American law firms are 29% less likely to reach partnership in law firms compared to their male colleagues.

In February 2018, research by GIR Just Anti-Corruption revealed that, since 2004, the US Department of Justice (DOJ) has awarded compliance monitorships in FCPA matters to 40 men and just three women. The issue has not gone unnoticed, and in a recent settlement with Japanese electronics company Panasonic Avionics Corporation, the DOJ for the first time ever added a clause that monitor selections shall be made in keeping with the department's commitment to diversity and inclusion, a development lauded as a milestone.

While casting more light on these issues can only be seen as positive, these reports also show how much work remains to be done.

When we launched GIR's first Women in Investigations survey in 2015, we featured individuals including the head of corruption at Norway's anti-corruption body Økokrim, Marianne Djupesland;



the head of global compliance at Baker McKenzie, Mini vandePol; and recent GIR Lifetime Achievement Award winning Steptoe & Johnson partner Lucinda Low.

Several of the previous nominees have gone on to scale greater heights since featuring in the 2015 special. For example, Louise Hodges at Kingsley Napley was appointed head of criminal litigation at the firm in 2017 and, in 2018, Freshfields Bruckhaus Deringer promoted Hong Kong partner and 2015 nominee Georgia Dawson to managing partner for the Asia-Pacific region.

Other 2015 nominees have left established firms to open their own investigations shops. Former Trench Rossi Watanabe associate Erica Sellin Sarubbi left the firm in 2016 to open investigations boutique Maeda Ayres & Sarubbi Advogados, while in 2018, Lalive counsel Sonja Maeder Morvant left the Swiss firm to launch an investigations practice at Geneva firm OHER.

One of our main aims for this special has been – and continues to be – to showcase the breadth and depth of talent among the women in the international investigations space. Since the inaugural 2015 special, many of those featured told that their inclusion had helped build lasting professional relationships. It is our hope that the nominees on the 2018 list will be welcomed to the fold to continue to foster that network of female investigations practitioners.

In the 100 profiles in the 2018 special, the nominated women tell us what they bring to the table as

investigators, their biggest career accomplishments to date, and their thoughts on how to create and promote inclusivity at work. We hear from individuals including Isabel Costa Carvalho at Hogan Lovells in São Paulo, Deborah D'Aubney at Rolls-Royce, and former US Deputy Attorney General Jamie Gorelick, now a WilmerHale partner, who said that “women need to make sure that other women have opportunities and more men need to see the talents that women bring to the table.” From the UK's Serious Fraud Office, prosecutor Emma Luxton shares why the prosecution of a UK printing company was the highlight of her career so far.

We also asked the nominees to comment on the other side of their lives: what do they do outside work that makes them a better investigator? What are the facts about them that not people may know? And as the investigations world seems to attract the adventurous, we've also got lawyers to tell us the most exciting place their work has taken them.

In the profiles, lawyers recount raking wet concrete in Mongolia, visiting the home of the UK's prime minister at 10 Downing Street, and being in Cairo during the Arab Spring. One lawyer created an award-winning rum cocktail recipe while seven-months pregnant; another once beat Daniel Day-Lewis in an acting competition.

Read on for the full list nominees and abridged versions of their profiles. The full-length profiles are available on:  
[globalinvestigationsreview.com](http://globalinvestigationsreview.com)





**Annabel Kerley**  
StoneTurn  
Partner  
London

**For my fifth birthday, my gran gave me a book called *How to be a Detective*.** I spent many happy hours practising the techniques it described for spotting clues and gathering evidence. Much later in life, when I was choosing a career, I heard about forensics as a specialism within accounting. I was sold. What better way to make the most of my hard-earned chartered accountancy qualification than to fulfil a childhood dream of being an investigator?

**I am a strong believer that you create your own opportunities.** I created a significant one for myself early in my career when I took the initiative to secure a secondment to the UK Serious Fraud Office, where I worked on some fascinating large-scale and complex fraud investigations and gained insight into the criminal investigation process.

**My barriers have been largely self-inflicted – bouts of low self-confidence and anxiety.** It's a welcome development that such issues are now being recognised and spoken about more openly in the workplace, and access to support has become more commonplace.

**I have also experienced some external barriers early on in my forensic career, and I imagine this is a familiar story to many trainees.** For my first ever investigation, I volunteered to act as second interviewer for a key witness but was met with a firm rejection. I then offered my services as note taker in order to be in the room when the interview took place, but was still denied. I promised myself that day that, as soon as I could, I would actively create opportunities to enable enthusiastic trainees take those vital first steps in building up their experience. I'm proud to have delivered on this promise many times since – just ask my trainees.

**I am a keen genealogist.** I have been researching my family tree and have discovered all sorts of little-known records, visited numerous graveyards and scoured microfiches of local papers to uncover every last detail about my ancestors. The process of researching a family tree is not dissimilar to

undertaking an investigation, so it has definitely helped me to be a better investigator.

**"Make it happen."** Each time I've heard this, there has been something about the exhortation to action and the simplicity of it that has given me the impetus to do just that.

**The worst advice I have had was: "Don't become an investigator because it involves travel, and that is not compatible with raising a family."** Travel is a necessary part of cross-border investigations, yes, but I was determined not to let this stop me doing both. I have done this with carefully timed career moves to limit travel when starting my family and taking opportunities for flexible working.

**Private prosecutions are a hot topic.** There has been a huge increase in the number of private prosecutions for economic and other crimes in recent years. I think this is an important tool in the fight against fraud and a recourse that any victim of fraud, corporate or individual, should consider when responding to suspicions.

**I think that while progress is being made towards gender equality, we need more role models** – both men and women – who champion equality and act as good examples for those coming up the ranks to follow.

**I have been on Dragon's Den.** A few years ago, together with my sister and a friend, I was involved in a start-up health food drink business. It was a fantastic experience to be quizzed by the Dragons and, although we didn't win any investment, we came away with some excellent business advice, not to mention some great publicity for the health drink.

**When I was at the UK Financial Conduct Authority, I was a search team leader on dawn raid operations.** Despite the meticulous planning that happens before every raid, you don't know exactly what you are dealing with until you are on the doorstep. In one instance, we searched an office from which a suspected boiler room was operating. At the start, there was just one room to search, but as events unfolded, we discovered almost every office in the block was a likely boiler room. We had to arrange for additional search teams to come and help. It is also the only time I've seen a police officer used as a human battering ram to gain entry into one of the locked offices! It was so interesting to see how organised criminals operate and a served as a reminder that you really do not know what goes on behind closed doors.