

## PAVOCAT PROFESSIONAL INVESTIGATIONS

Our senior delivery team members include:



**Prof Lee Marler (Director)**  
Leading Counsel in Counter-Corruption  
Expert in Compliance  
Former Director of Operations at the  
World Bank Anti-Corruption Office



**Sir Hugh Orde, OBE, QPM**  
Former Chief Constable  
(Police Service Northern Ireland)  
Expert in Policing  
Expert in Crisis Management



**James Stuart (Director)**  
Expert in Political & Security Issues  
Expert in Threat Finance  
Expert in Terrorism Finance



**Stuart Osborne**  
Former Chief Police Officer and  
Deputy Asst Commissioner  
(Metropolitan Police)



**James Johnstone (Director)**  
Counter-Corruption Counsel  
Investigation Oversight



**Andy McDonald**  
Former Head of Fraud Squad  
(Metropolitan Police)  
Former Head of Specialist Investigations  
(Counter Terrorism Command)



**Mark Tomassi**  
Grade 4 Senior Counsel  
Experienced Trial Advocate  
Trainer & Lecturer



**John Briggs**  
Lead Senior Investigating Officer  
Former Head of Major Crime  
(Derbyshire Constabulary)



## PROFESSIONAL INVESTIGATIONS

### OUR CLIENTS ENGAGE US TO:

- Protect** them from legal, financial & reputational risk
- Advise** them based on decades of experience
- Detect** their problems to minimise or prevent harm
- Investigate** to ensure they are fully informed
- Resolve** issues and provide innovative solutions
- Train** them to enhance capacity and capability

### OUR DIRECTORS:

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## PROFESSIONAL INVESTIGATIONS

Providing the full spectrum of  
professional investigation services globally for  
law firms, businesses, IGOs, NGOs,  
professional advisers and individuals.

All our investigations are – uniquely – subject to legal  
oversight by expert lawyers to ensure the integrity,  
legality and admissibility of the investigative product.

LITIGATION SUPPORT

OPEN SOURCE INTELLIGENCE

HUMAN SOURCE INTELLIGENCE

ENHANCED DUE DILIGENCE

ASSET TRACING & RECOVERY

INTERNAL INVESTIGATIONS

CORPORATE INTEGRITY

CYBER CRIME & CYBER SECURITY

## A. PROFESSIONAL INVESTIGATIONS

Getting the facts to guide decisions

**OUTLINE:** All our investigations are – uniquely – subject to legal oversight by expert lawyers in their fields to ensure the integrity, legality and admissibility of the investigative product.

We provide comprehensive intelligence, information and evidence; we explain our findings and their relevance and impact on our client's stated aims and strategy; and we detail our analysis, advice and options for next steps.

For more complex or demanding investigations, or for investigations that may lead to or support court proceedings, a barrister from Pavocat Chambers may be seconded full-time to the investigation.

(Pavocat Chambers is a traditional set of barristers chambers regulated by the Bar Standards Board.)

### INVESTIGATIONS TO SUPPORT LITIGATION

**OUTLINE:** We provide professional investigative services to lawyers to help advance their clients' cases or to defend them in civil or criminal issues.

**AIMED AT:** Lawyers representing, for example:

- Clients engaged in strategic or complex litigation where fact-finding is imperative;
- Clients who need to determine the wealth, holdings and assets of the other party;
- Victims of sexual assault to facilitate civil action, criminal referral, evidence retention or campaigns targeting the perpetrator; and
- Victims of cyber crime or cases with a cyber security dimension to them.

### CORPORATE INTEGRITY

**OUTLINE:** We undertake internal and external investigations for Board or Management, such as:

- Enhanced Due Diligence ('EDD');

- Current or historical events (e.g., corruption, fraud or theft);
- The behaviour of staff and officials, no matter their status within the organisation; and
- Problems that require a sophisticated and discreet approach and solution.

**AIMED AT:** The organisation's decision-makers, to enable them to take factually based decisions.

### ASSET TRACING AND RECOVERY

**OUTLINE:** We have the international investigative capability and capacity to resolve the essential issues of what was taken and when, where it was taken, where it is, who now holds it and what its value is. As well as identifying and tracing stolen or missing assets, our investigation team can also be engaged with other Pavocat teams to recover them.

**AIMED AT:** Lawyers and agencies representing:

- States wishing to recover public funds or assets appropriated by kleptocrats and others;
- Multinational organisations, such as banks and corporations, which have been the victims of fraud or theft; and
- Entities or individuals wishing to identify, locate and recover assets held by a third party.

### IGOs & NGOs

**OUTLINE:** Independent, objective, fair, thorough and reliable investigations of the most complex and politically sensitive issues afflicting the Board and/or Management of an IGO / NGO (e.g., an inquiry into allegations of misconduct on the part of the organisation's President), and all work expertly undertaken in strict conformity with the internal laws and regulations of the organisations in question.

**AIMED AT:** Executive Head of the IGO / NGO and / or senior decision-makers charged with maintaining integrity and law and order within the confines of the organisation's privileges and immunities.

## B. POLICY SUPPORT

Ensuring that investigations are conducted lawfully and in accordance with best international practice

**OUTLINE:** In addition to our investigation services, we can support our clients further by providing the internal policies, procedures, mechanisms and regulations that underpin those investigations. We design, draft and implement 'best practice' policies covering a wide range of issues including:

- Whistleblowing;
- Handling allegations of misconduct;
- Disciplinary systems and mechanisms; and
- Grievance and appeals procedures.

We also have the experience and ability to design or improve entire internal justice mechanisms, such as those employed by IGOs.

## C. INVESTIGATIVE TRAINING

Increasing capacity, capability & competence

**AIMED AT:** Our experienced instructors and subject matter experts from The Pavocat-Stellenbosch Academy ('PSA') provide bespoke, practical, short investigative training courses for professionals.

All the PSA courses are accredited by Stellenbosch University, an internationally recognised institution of academic excellence rated as one of the top 300 universities in the world (The Times Higher Education World University Rankings 2022).

- **Pavocat Accredited Investigator**  
Level 1 to 4 – for Administrative Fact-finding Inquiries
- **Pavocat Accredited Detective**  
Level 1 to 4 – Criminal Investigations

**AIMED AT:** Serving law enforcement officers, revenue officers, public and private sector professionals, etc engaged in criminal, regulatory and administrative fact-finding inquiries.