



# **GIR**

**Global Investigations Review**

**2018**

**WOMEN IN  
INVESTIGATIONS**

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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)



**Carroll Barry-Walsh**  
Barry-Walsh Associates  
Founder  
London

**In my first proper job as a government lawyer I uncovered some illegal behaviour.** When I brought it to people's attention, some were not best pleased but I persevered and the problem was eventually put right. That really got me the investigative bug. I realised that my legal skills, natural curiosity and a bloody-minded determination not to give up could form the basis of an interesting career.

**The biggest change I have noticed is the development of electronic media,** which far outstrips peoples' willingness to understand that their thoughtless or instantaneous tweet or chat can be retrieved. It's a goldmine for investigators and a nightmare, given its scale.

**There have been many highlights in my career** but so many are still confidential that I cannot say more about them, other than some have left me exasperated at what idiocies people are capable of.

**The standout case was the UK's biggest fraud prosecution of Kweku Adoboli for fraud by abuse of position in 2012.** The 14 months I was involved in it, from the first day to when he was convicted, were one of the most intense and fascinating periods of my career. I learned so much, and it was immensely satisfying to be able to work with police, prosecutors, colleagues and my marvellous team to get to the right result.

**I was a litigator in Slaughter and May at a time when it was building up its litigation practice and Big Bang happened.** The combination meant that I got to work on, and have a lot of responsibility for, a lot of cases, many of them involving the financial sector. Money makes people behave in the most irrational of ways and the stories you learn are endlessly fascinating.

**The biggest barrier was – sometimes – having bosses who did not really understand or appreciate what I was doing and why it mattered.** When you're trying to build

a practice, deliver tough messages and get the necessary resources, that's not helpful. It took the very public explosion of a lot of scandals at the same time for people to realise why good, thorough investigations matter and what you can learn from them. It's a lesson still being learned by some today!

**I want those I work with to feel that, when the bullets are whizzing overhead, there is no-one they want more on their side than me** – that they can trust and depend on me.

**The worst advice I received is that you will be rewarded for your hard work.** No, you won't! Not unless you make the case for what you do, its value and the value you bring to your clients. Work is not like school exams where you get the marks if you get the right answer. You need to be your own entrepreneur and sell yourself.

**The best advice I have received is “do not be afraid”.**

**The biggest talking point in UK investigations is how to balance the need for a thorough investigation with the need to do so swiftly,** so that lessons can be learned, matters remedied, wrongdoers punished and public trust rebuilt at the time, and not years later.

**Having role models to talk to and learn from, and realising that women's careers should not end or be diverted into the sidelines when they have a family, can help create gender equality.** Children grow up and there can be another 20 years or more when you have much to give. Firms need to harness those skills and experience and not sideline women during those middle years when they are balancing work and family but see that time as investment in people who will be the senior trusted advisers of tomorrow.

**As a teenager I beat Daniel Day-Lewis in an acting competition.** My Juliet was to die for. He is now a three time Oscar-winner, and I am here. Sometimes life doesn't quite go to plan!

**Sitting in Istanbul's Central Criminal Court, representing my client defrauded of a significant amount of money by a terrified looking defendant, sandwiched between two tough-looking Turkish policemen, was about as exotic a place as my work has taken me to.** But when not working, I explored Istanbul, which remains one of my favourite cities.