

# FHATUWANI SIBANDA

**ID No. :** 700202 6846 088

**Nationality:** South African

**Languages:** Venda, English, Northern Sotho, Zulu

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## **SECONDARY EDUCATION**

1993 **Matric**  
Dzanani Secondary School, Venda  
**Subjects:** Venda, English, Maths, Science, Biology, Geography

## **TERTIARY EDUCATION**

1994 - 1998 **B.Com**  
University of South Africa  
**Majors:** Business Management; Auditing

2001 – Jan 2006 **B.Com Honours (Financial Management)**  
University of South Africa

## **PROFESSIONAL QUALIFICATIONS**

2013- August Certified Fraud Examiner (CFE)  
**Modules:** 1) Financial Transactions and Fraud Schemes  
2) Fraud Prevention and Deterrence  
3) Investigation  
4) **Law**

2014- December Diploma: Chartered Institute of Management Accountants (**CIMA**)  
**Modules:** 1) Financial Operations  
2) **Enterprise Operations**  
3) Performance Operations

## **CURRENT STUDIES**

2016 - January Advanced Diploma: **CIMA**  
(Expected date of completion November 2016)

## **ASSOCIATIONS**

Member (CFE): Association of Certified Fraud Examiners (ACFE)

Member: Institute of Commercial Forensic Practitioners (ICFP)

## **PROFESSIONAL EXPERIENCE**

August 2012 – Present: Eskom Holdings (SOC) Ltd

Middle Manager: Forensic Investigations

- I facilitate planning, co-ordination and allocation of manpower, time, resources and activities in the investigation projects
- I provide guidance and direction to the investigation team during an investigation and ensures compliance to legislation and the department's practices and procedures manual
- I drive the Forensic investigation strategy and methodologies within the Assurance and Forensic Department

- I have the responsibility to communicate with all levels of management in a clear, concise and professional manner
- I provide senior management support, in identifying new fraud risks and high profile incidents (Managing surprises)
- I conduct research and develop appropriate performance criteria for the success of an investigation and incorporating relevant investigative tools in the investigation process.
- I ensure that the appropriate methodologies/professional standards are used in completing the investigation projects
- I review the project scope and the reports to ensure that the investigation objectives are met and that the project is successful. Sign-off of the project reports before submitting to clients.
- I was the **Acting Head of Forensic (Senior Manager) from 1 April 2013 to 30 May 2014**
- I present quarterly reports to **Governance Committees, Audit & Risk Committee, EXCO, Security Integration Forum** (Key deliverables from 1 April 2013 to 30 May 2014. From then to current, I do the presentation on Adhoc basis)
- I manage consultants who conduct investigations on high profile cases, which have been outsourced due to the nature of the allegations and complexity thereof
- I support the Prevention & Detection portfolio through managing the Fraud Risk Assessments and roll-out of Fraud Risk Register in the organisation.

### **PROFESSIONAL EXPERIENCE**

May 2010 – Present                      ERNST & YOUNG

#### **Senior Manager – Fraud Investigation and Dispute Services**

- Planning resources (staff) for the business unit projects;
- Analysing budget, variances and the reasons for not making the targets;
- Redeployment of staff to projects which require more resources;
- Presenting the utilization percentages of staff at the business unit Operations Meetings;
- Generating sales for the firm through interaction with clients and potential clients;
- Compiling proposals for a potential opportunity, with effective budgetary projections for the assignment;
- Assembling teams for new projects;
- Managing and guiding the teams through the engagement;
- Controlling the spend on the assignment, billing the client and collecting on the invoices submitted;
- Interviewing Senior Management involved in the scope of the investigation;
- Reviewing procedures performed by the team members;
- Reviewing the report before the team submits the report to the Engagement Partner;
- Maintaining client relationships;
- Delivering the product (report) to the client; and
- Where required, present evidence in the disciplinary hearing process and testify.

#### **My client experience includes investigations in the following industries:**

- Banking (UK Bribery Act within the Barclays Group in Africa. Ghana, Seychelles and Zimbabwe)
- Telecommunications (MTN Group)
- Governmental (National and Provincial Departments)
- Mining (Platinum, in South Africa)
- Construction (Congo Brazzaville)
- Municipalities
- Petroleum (Nigeria)
- State Owned Enterprises (Transnet and SAA)

**February 2009 to April 2010:** MOBILE TELEPHONE NETWORKS (MTN) GROUP

**Fraud Prevention Specialist – Group Forensics**

- Rolling out the Fraud Risk Management Strategy to the rest of MTN Operations in Central, East and West Africa regions;
- Establishing Forensic Units in various African countries (Benin, Ivory Coast, Congo Brazzaville, Rwanda, Nigeria, Uganda);
- Training the new forensic resources and assisting with high level investigations;
- Undertaking high level investigations in fraudulent cases ranging from Airtime fraud (Syndicates), Procurement, Payables and Receivables irregularities.

Reason for wanting to leave: Ernst & Young Director persuaded me to rejoin the firm. Most of the tasks in establishing Forensic Units for MTN Operations were achieved.

**September 2006 to Jan 2009** ERNST & YOUNG

**Manager – Fraud Investigation and Dispute Services (July 2008 to Jan 2009)**

**Assistant Manager – Fraud Investigation and Dispute Services (Sept 2006 to June 2008)**

- Planning the headcount to be used on each engagement
- Compiling the assignment planning tool, which reflects the estimated hours on the project and the hourly rates of each staff member and the budget revenue
- Planning procedures to be performed in the investigation on the engagement
- Leading the team in the investigation process and playing the co-ordinating role between Ernst & Young and the client
- Monitoring the costs incurred during the investigation and ensuring that the job is completed within budget
- Communicating progress on the investigation to both Ernst & Young management and the client
- Compiling drafting or progress report
- Writing final report, reviewed by senior management and the partner (Executive Director) and submitting to the client for the project
- Availing him for disciplinary hearings as required by clients and assisting the police in the investigation where police cases have been opened

Clients where he rendered as an investigation team leader included:

- South African Airways (SAA)
- Gauteng Shared Services Centre (GSSC)
- Ekurhuleni
- Transnet

**Achievements**

- *Ernst & Young Madiba Award in November 2008*
- *Received an outperforming (exceeding expectations) rating for both jobs done at SAA and GSSC*

Reason for wanting to leave: Lack of fraud related projects

**Dec 1998 - Aug 2006** STANDARD BANK OF SOUTH AFRICA LIMITED

**Financial Manager - Retail Finance (September 2003 - August 2006)**

- Executed a full financial management service covering reporting, cost centre management and consolidated controls and reporting for top management
- Providing accurate, timely financial information on daily, weekly, month-end and end of the year

- Ensured business areas exercised tight financial controls
- Contributed to bottom line profit enhancement
- Financial projects included ABC-type analysis and business cases etc
- Planned, budgeted, forecasted, reported and monitored applicable cost centres
- Transferred expense management
- Year-end finalisation

**Forensic Investigator - Card Fraud and Risk Management  
(February 2001 - August 2003)**

- Investigated cases of fraud committed on all credit card products
- Types of fraud cases investigated included:
  - Lost and stolen credit cards
  - Renewal cards fraudulently collected at the Post Office through misrepresentation of fake identity documents
  - Fraudulent applications of credit cards, whereby fraudulent particulars were used to obtain credit cards from the Bank
  - Counterfeit fraud, whereby syndicates manufactured fake credit cards using card numbers of existing customers, after obtaining these details illegally
  - Investigated merchant fraud, where certain business's obtained acquired facilities from the Bank to process credit card transactions illegally
  - Established trends to track down credit card fraudsters and suspects, and effected arrests with the assistance of the South African Police Commercial Crime Unit
  - Gave evidence on behalf of the Bank in the prosecution of suspects arrested for credit card fraud
  - Gave merchant education of shop owners to ensure that credit card transactions were processed in compliance with the MasterCard and Visa International regulations

**Fraud Detection Officer - Card Fraud and Risk Management  
(December 1998 - January 2001)**

- Analysed fraud status reports to establish trends of fraudsters and types of card products mainly targeted
- Verified transactions on a real-time report, which reflected transactions made on credit card that had been blocked.
- Opened dockets for further investigation whereby such transactions were confirmed as fraudulent by the cardholder
- Made security checks on credit cards transactions that were referred to the Bank as 'code 10' transactions by shop owners or merchants.
- Assisted the merchant by contacting Police on his/her behalf to make an arrest if its confirmed that the presented of the card was fraudster

**Achievement**

- **Team Leader of code 10 desk on several occasions**

Reason for leaving: Lack of future prospects

Jan 1994 - Dec 1998                      SOUTH AFRICAN POLICE SERVICE  
**Sergeant: National Finance Pensions Department, Head Office, Pretoria**

- Processed pension documents and leave gratuity due to outgoing members
- Trustee of South African Local Authority Pension Fund (SALA), administered by Old Mutual
- Obtained achieved records on pension contribution by SALA Members to verify the correctness of funds payable
- Supervised SALA Pension Fund at SAPS Head Office
- Served a secretary of the SAPS male residents committee – 1996 to 1998

### **COURSES**

#### *Standard Bank*

- SAP R/3, SAP Business Warehouse and SAP General Ledger
- Supervisor's course in card division
- Certificates in induction and product knowledge
- Intermediate Microsoft Excel

#### *Ernst & Young*

- Project Management

#### *MTN*

- People and Organisational Management

#### *Eskom*

- Middle Manager Programme

### **HOBBIES/INTERESTS**

- Going to church
- Watching movies
- Jogging
- Committee member of the Church Board for All People Bible Church in Pretoria and also an Assistant Pastor
- Member of I Care I Can Mabela Foundation, NPO for School and Community Development in Venda (at Madombidzha)

### **Additional Information:**

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