

Non-Executive Director

Entrepreneur and goal-driven governance professional with 25 years of global corporate experience—living and working internationally—and proven strategic and operational experience.

Support multinational companies and international not-for-profits with strategic thinking as they solve big governance challenges. Create international compliance frameworks to mitigate risk in international business operations. Design strategies to ensure compliance across all stakeholders. Demonstrate strong commitment to integrity, ethical business conduct, and alignment with new laws through incorporation of Environmental, Social, and Governance (ESG) standards, with an emphasis on anti-bribery initiatives, avoidance of trafficked labour, enforcement of sanctions, and mitigation of conflicts of interest in international transactions. Exercise sound judgment in handling profit and loss (P&L) responsibilities and driving growth. Build and foster inclusive, agile, stakeholder-centric organizational cultures.

Areas of Expertise

- Strategic Planning
- Risk Assessment & Mitigation
- Program Management
- Regulatory Compliance
- Executive Compensation
- Corporate Governance
- Stakeholder Engagement
- Policy Development
- Litigation Readiness
- Human Resources
- Training & Development
- Due Diligence
- Government Relations
- Public Policy
- Media Relations

Career Experience

TRACE International Inc., Annapolis, MD and Vancouver, BC, 2001-Present
President & Chair of the Board, 2001-Present

Direct all aspects of daily operations for a business association that specializes in compliance and risk mitigation for over 300 multinational companies. Determine and implement strategy, while handling P&L responsibilities for the firm.

Key Accomplishments:

- Streamlined compliance standards for a wide range of ESG-related issues, including anti-bribery, sanctions, trafficked labour, and data privacy.
- Worked actively with member companies across more than 30 countries to reach a consensus on ESG 'best practices' and to implement standardized policies across internationally.
- Recruited, vetted and monitored partnerships with law firms from 140 countries, which provide regulatory guidance on local compliance challenges and proposed solutions for companies operating in these markets.
- Represented the company at numerous conventions, including those organized by the World Bank, UN Global Compact, Hong Kong Independent Commission Against Corruption, and New Zealand Serious Fraud Office.
- Provided compliance training programs at the Royal Canadian Mounted Police (RCMP), the UK Serious Fraud Office, and the US State Department.
- Advised international organizations, including the OECD—directly and through the member state consultation process—on the implications of data privacy (GDPR) regulations.

- Chaired joint government and private sector programs in Chad, Yemen, Nigeria, Equatorial Guinea, and Cuba (with the appropriate US government license), along with hundreds of benchmarking engagements for Chief Compliance Officers and Chief Legal Officers in more than 100 countries.
- Participated in the anti-bribery segment of the 2009 US-Russia Civil Society Summit in Moscow organized by then Presidents Barack Obama and Dmitry Medvedev.

Board Member, Speed Skating Canada, 2023-Present

Board Member, Ethixbase360, London, 2022-Present

- Founded and led US-company Tcompliance for 15 years, developing a unique business model while navigating shifting international markets with a diverse team based in seven countries
- Oversaw the valuation and due diligence process during the company's acquisition by a London-based private equity firm.
- Serve on the board of the new entity, ethiXbase, providing strategic insights into the market.

Chair of the Board, TRACE Foundation, Annapolis, MD, 2015-Present

- Provide governance oversight of a non-profit grant-making organization that provides financing to journalism schools, and anti-bribery initiatives, including the TRACE Prize for Investigative Reporting.

Education

Master of Arts, Law (Honours): King's College, Cambridge University – Cambridge, UK

Bachelor of Arts, Law (Honours): King's College, Cambridge University – Cambridge, UK

Memberships

- Governance Professionals of Canada
- Institute of Corporate Directors (Canada)
- National Association of Corporate Directors (USA)
- Admitted to the Bars of Maryland and the District of Columbia and to the U.S. Supreme Court

Awards, Affiliations, & International Experience

- Advisory Committee Member, Vancouver Anti-Corruption Institute, 2021-Present
- B20 Member, Taskforce on Anti-Corruption, 2015-2020
- Lifetime Achievement Award for Contribution to the Compliance Profession – The Canadian Institute, 2014
- FIFA Independent Governance Committee, 2011-2013
- 'Canadian Changing the World', *Toronto Globe and Mail*, 2011

A list of books, chapters, articles and media appearances available upon request.