

Omela Pascal
P.O. Box 6435-00300, Nairobi, Kenya.
+254 721 905 403 | omelapascal@gmail.com

PROFESSIONAL SUMMARY

I am a seasoned, retired law enforcement professional with over 25 years of experience in security and fraud/forensic investigations, safeguarding private and corporate financial institutions as well as public sector entities in Kenya. My work has involved institutions such as the Kenya National Police Service, the Kenya Anti-Corruption Commission, the Kenya Anti-Corruption Police Unit, the Kenya Anti-Corruption Authority, and major banks, including Victoria Commercial Bank Plc and Imperial Bank Limited, among others. I have excelled in forensic auditing, uncovering irregularities that led to the recovery of over KShs. 50M in assets and preventing multimillion-shilling frauds through proactive risk assessments and enhancements of internal controls. With a proven track record of leading cross-functional teams, I delivered 25% efficiency gains in investigation processes at Kenindia Assurance Company Limited, among others, and I am eager to leverage my analytical skills and ethical integrity to develop robust anti-fraud strategies in dynamic financial environments.

SKILLS.

- **Analytical & Forensic Expertise:** Proficient in dissecting complex financial datasets using tools like ACL, IDEA, Excel, and SQL to detect fraud patterns and irregularities.
- **Investigative Mastery:** Skilled in evidence gathering, witness interviews, suspect interrogations, and report writing for court-admissible presentations.
- **Financial & Legal Acumen:** Deep knowledge of forensic accounting, auditing standards, anti-money laundering regulations, and Kenyan legal frameworks for fraud prosecution.
- **Technical Proficiency:** Experienced with security systems (CCTV, access controls, intruder alarms) and data management (Oracle PISCES, crime databases).
- **Leadership & Communication:** Excel in team collaboration, stakeholder briefings, and testifying as an expert witness; adept at translating complex findings for non-experts.
- **Risk Management:** Strategic problem-solver implementing controls that reduced security breaches by 30% in prior roles.
- **Ethical Compliance:** Committed to integrity, regulatory adherence, and continuous learning in emerging fraud trends and cybersecurity.

WORK EXPERIENCE.

Forensic Auditor/Fraud Investigator.

Oslon Bridge Risk Management Company Limited / Kenindia Assurance Company Limited, Nairobi, Kenya.

May 2024–August 2025 (1 Year, 3 Months). (Temporary Contract).

- Led forensic audits across Pension, Life, Medical, and Motor Vehicle Insurance departments of Kenindia Assurance Company Limited, detecting and investigating financial irregularities that recovered 25% of misappropriated funds through transaction tracing and evidence reconstruction.
- Analyzed complex datasets in cross-functional teams, strengthening internal controls and identifying discrepancies that prevented potential fraud losses exceeding KShs. 10M.

- Uncovered patterns of mismanagement and fraud (25% effort allocation), recommending process improvements that fortified financial reporting and reduced vulnerabilities by 20%.
- Collected and preserved court-admissible physical/electronic evidence (10% effort), ensuring chain-of-custody compliance for 15+ legal proceedings.
- Authored and presented detailed reports to management and law enforcement (15% effort), influencing policy changes and securing the prosecution of 48 high-profile cases.
- Coordinated with legal teams and agencies (10% effort), building airtight cases against fraudsters and testifying as an expert witness in court.
- Ensured 100% regulatory compliance (5% effort) by advising on Kenyan financial laws, averting potential fines.
- Assessed internal controls (5% effort), recommending enhancements that cut fraud risk by 15%.
- Conducted ongoing risk monitoring (5% effort), developing prevention strategies that mitigated emerging threats proactively.

Manager, Security & Investigations.

Victoria Commercial Bank Limited, Nairobi, Kenya.

June 2019 – April 2024 (4 Years, 11 Months).

- Conducted internal fraud probes, advising management on outcomes and remedial actions that resolved 10+ cases, safeguarding bank assets worth KShs. 30M+, and minimizing operational disruptions.
- Investigated security breaches, documenting evidence and implementing fixes that reduced incident recurrence by 35% through enhanced monitoring protocols.
- Oversaw physical/electronic security systems, achieving 99% uptime and rapid incident response, preventing unauthorized access in a network of six (6) branches.
- Served as key liaison with the Police, DCI, and Banking Fraud Unit, facilitating collaboration that expedited resolutions for 10+ fraud reports annually.
- Conducted pre-employment security vetting for 12+ hires, eliminating high-risk candidates and bolstering workforce integrity.
- Performed security audits and surveys, reviewing procedures to ensure CBK compliance, identifying risks that led to technology upgrades, and reducing vulnerabilities by 25%.
- Created and implemented a Security Policy & Procedures Manual and an Anti-Fraud Policy in accordance with CBK guidelines, enhancing operations and reducing compliance gaps by 40%.
- Managed incident reporting, tracking crime trends to craft responses that protected stakeholders and informed branch-wide alerts.
- Selected and oversaw third-party security providers like Bob Morgan Security Limited & Haphil Security Limited through SLAs, ensuring service delivery that maintained 100% guard deployment and equipment functionality.
- Advised executive leadership on security matters, organizing training for 100+ staff that heightened awareness and decreased internal threats by 20%.
- Represented the bank in KBA forums and tracked litigation outcomes, providing intelligence on industry crime patterns to preempt risks.
- Negotiated annual security contracts, optimizing costs by 15% while enforcing SLAs for CCTV cameras, intruder alarms, access control, and firefighting systems.
- Collaborated with the security service provider to design and review CCTV camera systems, intruder alarm systems, access control systems, and firefighting specifications for new branches.

- Ensured installations adhered to the guidelines set forth by CBK regulations, thereby enhancing overall security infrastructure and compliance.
- Oversaw real-time monitoring of CCTV, intruder alarms, access control systems, fire alarms, security lighting, and integrated security solutions.
- Managed access control systems-issue, configure or delete access cards/biometrics; manage keys and gate-pass authorizations for asset movement.
- Review of CCTV footage and access logs; manage storage, backup, and release of footage for investigative purposes.
- Supervise and coordinate a team of control-room operators/security personnel.
- Ensure compliance with security protocols, including but not limited to snap-checks, clean-desk policies, and security audits.
- Respond to security incidents by liaising with emergency response providers, coordinating responses, monitoring resolution, reporting, and follow-up until closure.
- Executed daily crime prevention through monitoring CCTV cameras and access control systems, as well as verifying invoices for monthly payments.
- Supported branches with rapid fault resolutions, ensuring peak performance of CCTV cameras, access control, and intruder alarms across the branch network.
- Supervised 12+ guards through provider engagement, maintaining deployment and quarterly maintenance for all equipment.
- Collaborated with Compliance and Risk teams to define security levels, integrating safety programs that supported business continuity.
- Safeguarded classified data per policy, participating in disaster response to resolve incidents with escalation to management.
- Handled staff/customer complaints, upholding the bank's image while working with auditors on independent reviews.
- Provided 24/7 on-call leadership for emergencies, disseminating strategic updates network-wide.
- Executed ad hoc duties, budgeting, and planning for security initiatives.

Regional Security Manager.

Simba Motors Corporation Limited T/A Acacia Premier Hotel, Kisumu, Kenya.

February 2018–May 2019 (1 Year, 4 Months).

- Directed security operations for a 4-star hotel (sister to the 5-star Villa Rosa Kempinski Hotel in Nairobi), coordinating security for 35% of activities and achieving 98% guest satisfaction through seamless event management.
- Supervised security for Simba Motors Kisumu branches and Western Region properties (25% effort), reporting incidents to HQ and preventing losses through proactive patrols.
- Provided comprehensive protection for 50+ employees, guests, and contractors across hotel and corporate sites, reducing incidents by 25%.
- Oversaw the operation of the Security Department to meet financial and guest objectives, enforcing SOPs that minimized disruptions.
- Managed fire & emergency responses, ensuring the department's readiness and policy adherence.
- Enforced hotel and Simba Corporation policies, investigated fraud and theft cases, recovered assets, and disciplined offenders, reporting to general managers.
- Built partnerships with the law enforcement officers in Kisumu Police Station/authorities, enabling swift resolutions for 10+ incidents.

- Overall supervision of the internal security team and liaised with private contractors like Riley Falcon Security Limited, formulating and enforcing SOPs and SLAs for optimal performance.
- Collaborated with the security service provider to design and review CCTV camera systems, intruder alarm systems, access control systems, and firefighting specifications for new branches.
- Ensured installations adhered to the guidelines set forth by CBK regulations, thereby enhancing overall security infrastructure and compliance.
- Oversaw real-time monitoring of CCTV, intruder alarms, access control systems, fire alarms, security lighting, and integrated security solutions.
- Managed access control systems-issue, configure or delete access cards/biometrics; manage keys and gate-pass authorizations for asset movement.
- Review of CCTV footage and access logs; manage storage, backup, and release of footage for investigative purposes.
- Supervise and coordinate a team of control-room operators and security personnel in the department.
- Ensure compliance with security protocols, including but not limited to snap-checks, clean-desk policies, and security audits.
- Respond to security incidents by liaising with emergency response providers, coordinating responses, monitoring resolution, reporting, and follow-up until closure.
- Executed daily crime prevention through monitoring CCTV cameras and access control systems, as well as verifying invoices for monthly payments.
- Briefed security supervisors on VIP events and traffic control, maintaining order during high-volume functions.
- Conducted quarterly meetings with the hotel management/contractors, adjusting procedures to support operations and upgrade standards.
- Performed front/back-of-house inspections, ensuring grooming/manning compliance and taking corrective actions.
- Implemented safety and house rules, investigated incidents, and assisted police in criminal cases.
- Maintained incident logbooks, referring issues for follow-up to sustain service excellence.
- Resolved guest queries efficiently, fostering client relationships.
- Recruited security personnel, reporting to dual General Managers and handling special assignments.

Security & Investigations Officer.

Dubai Islamic Bank Limited, Nairobi, Kenya.

December 2015–February 2016 (3 Months).

- Executed fraud investigations and forensic audits, protecting assets and personnel while identifying risks that informed preventive strategies.
- Conducted security surveys, recommending remedies that enhanced safeguards and ensured all measures were in place.
- Developed/implemented security/safety policies, training staff to reduce vulnerabilities by 20%.
- Compiled investigation reports and liaised with the Banking Fraud Investigation Department, Directorate of Criminal Investigation (DCI) and supported external probes.
- Assessed outsourced security needs of Securex Security Limited, reviewing systems to recommend continuous improvements.

- Represented the bank in court on fraud/physical crimes, securing favorable outcomes.
- Delivered scheduled/ad hoc intelligence reports to the Operations Head, aiding decision-making.
- Oversaw real-time monitoring of CCTV, intruder alarms, access control systems, fire alarms, security lighting, and integrated security solutions.
- Managed access control systems-issue, configure or delete access cards/biometrics; manage keys and gate-pass authorizations for asset movement.
- Review of CCTV footage and access logs; manage storage, backup, and release of footage for investigative purposes.
- Supervise and coordinate a team of control-room operators/security personnel.
- Ensure compliance with security protocols, including but not limited to snap-checks, clean-desk policies, and security audits.
- Respond to security incidents by liaising with emergency response providers, coordinating responses, monitoring resolution, reporting, and follow-up until closure.
- Executed daily crime prevention through monitoring CCTV cameras and access control systems, as well as verifying invoices for monthly payments.

Senior Security & Investigations Officer.

Imperial Bank Limited, Nairobi, Kenya.

January 2011–December 2015 (5 Years).

- Led internal fraud/theft investigations in liaison with law enforcement, guiding resolutions for 20+ cases and recovering KShs. 20M+ in assets.
- Acted as liaison with police/BFIU/security firms, streamlining fraud/general security responses.
- Conducted audits/surveys per guidelines, identifying risks and developing methods that mitigated threats by 30%.
- Created and implemented Security & Anti-Fraud Policy Manuals per CBK standards, enhancing operational security.
- Managed incident tracking, developing responses that protected affected parties.
- Oversaw third-party security service provider, namely Wells Fargo Security Limited, via SLAs, ensuring obligation fulfillment and cost efficiencies.
- Advised management and line managers on security implementation, organizing training for 300+ staff.
- Represented the bank in KBA meetings and litigation, providing crime pattern intelligence.
- Collaborated with the security service provider to design and review CCTV camera systems, intruder alarm systems, access control systems, and firefighting specifications for new branches.
- Ensured installations adhered to the guidelines set forth by CBK regulations, thereby enhancing overall security infrastructure and compliance.
- Oversaw real-time monitoring of CCTV, intruder alarms, access control systems, fire alarms, security lighting, and integrated security solutions.
- Managed access control systems-issue, configure or delete access cards/biometrics; manage keys and gate-pass authorizations for asset movement.
- Review of CCTV footage and access logs; manage storage, backup, and release of footage for investigative purposes.
- Supervise and coordinate a team of control-room operators and security personnel in the department.

- Ensure compliance with security protocols, including but not limited to snap-checks, clean-desk policies, and security audits.
- Respond to security incidents by liaising with emergency response providers, coordinating responses, monitoring resolution, reporting, and follow-up until closure.
- Executed daily crime prevention through monitoring CCTV cameras and access control systems, as well as verifying invoices for monthly payments.
- Reviewed and signed annual contracts, providing branch support for equipment faults to maintain 95% uptime.
- Supervised guard deployment and maintenance, inviting quotes for procurements to optimize budgets.
- Issued and revoked access for vetted staff, conducting background checks for hires.
- Followed up with the police investigators on cases under investigation & cases before the court of law, prepared witnesses/exhibits, and facilitated the retrieval of account opening documents from the bank by the branch managers.
- Coordinated Fire & Occupational Safety & Health (OSH) inspections and insurance claims, training staff on emergency evacuation and drills.
- Ensured clear fire routes and functional equipment, preparing fraud/security reports and budgets.
- Monitored visitors/luggage, tested systems daily, and oversaw centralized CCTV cameras for the branches for security purposes.
- Directed operations through planning and budgeting, ensuring execution excellence.

**Corporal of Police in charge of Registry/Records Management.
Kenya National Police Service, Vigilance House, Nairobi, Kenya.**

October 2008–January 2011 (3 Years, 4 Months).

- Managed registry operations, handling incoming/outgoing mail and file management for efficient information flow in the Directorate of Personnel.
- Implemented classification/indexing schemes and surveys, preserving archives and applying ICT for secure records disposition.
- Safeguarded classified documents, enhancing data security protocols.

**Police Constable (Records Maintenance).
Kenya Police Service, Tharaka Division-Embu, Kenya.**

January 2008–October 2008 (10 Months).

- Maintained operational maps and disseminated intelligence to commanders, ensuring efficient divisional operations.
- Tracked crime statistics/graphs and police/transport strengths, preparing daily/weekly/monthly returns that informed strategic decisions.

**Police Constable (Investigator).
Kenya Police Service, Marimanti Police Station, Tharaka-Embu, Kenya.**

May 2007–January 2008 (9 Months).

- Investigated crime cases, apprehending offenders and organizing ambushes/intelligence networks that reduced local incidents by 15%.
- Compiled prosecution files and controlled supervisees, protecting life/property.

Police Constable (Investigator).

Kenya Police Service, Anti-Narcotics Unit, Jomo Kenyatta International Airport, Nairobi, Kenya.

April 2004 – May 2007 (3 Years, 2 Months)

- Prosecuted narcotics cases, analyzing and disseminating intelligence regionally & internationally via Oracle PISCES, leading to 50+ apprehensions.
- Profiled passengers/cargo, maintaining drug databases and liaising with global agencies to combat trafficking.

Police Constable (Investigator).

Kenya Police Service, CID Headquarters, I.T Department, Nairobi, Kenya.

April 2004 (1 Month).

- Supported IT operations in criminal investigations, enhancing technology for investigative efficiency.

Police Constable (Investigator).

Kenya Anti-Corruption Commission (KACC), Nairobi.

May 2003 – April 2004 (11 Months).

- Data transcription, verification and validation of data, analysis and processing of data, control and management of data, dissemination of data to other sections, storage of data and information, data security, systems administration and maintenance, generation of statistics from data captured, preventive maintenance and support of information technology facilities for peak performance, help desk services to all sections of the unit for smooth flow of work, installation and testing of new I.T facilities to ensure items procured are in good working condition, maintenance of an inventory of I.T facilities and manuals for ease of reference and administration of e-mail and internet services to check the abuse.

Police Constable (Investigator).

Kenya Anti-Corruption Police Unit (KACPU), Nairobi, Kenya.

October 2001 – May 2003 (2 Years, 8 Months)

- Data transcription, verification and validation of data, analysis and processing of data, control and management of data, dissemination of data to other sections, storage of data and information, data security, systems administration and maintenance, generation of statistics from data captured, preventive maintenance and support of information technology facilities for peak performance, help desk services to all sections of the unit for smooth flow of work, installation and testing of new I.T facilities to ensure items procured are in good working condition, maintenance of an inventory of I.T facilities and manuals for ease of reference and administration of e-mail and internet services to check the abuse.

Police Constable (Investigator).

Kenya Anti-Corruption Authority (KACA), Nairobi, Kenya.

November 1999 – October 2001 (2 Years, 11 Months).

- Receiving of complaints through telephone, fax, postal, & in person, forwarding of complaints received to the Registry for registration; interviewing and advising the complainants about the status of their cases appropriately; preparation of intelligence summaries; analysis and proposed action to be taken; drafting of correspondences to various institutions/complainants, compilation of statistics, handling of informers, collection of intelligence, liaison with the law enforcement agencies like the DCI and Police, records management of the Crime Intelligence Database (KACA).

Police Constable (Investigator).

Kenya Police Service, Provincial Criminal Investigation Office (PCIO), Nairobi.

May 1998–November 1999 (1 Year, 7 Months).

- Operated Crime Management Information System, supported provincial investigations with data processing.

Police Constable (Regular).

Kenya Police Service, Kasarani Police Station, Nairobi, Kenya.

June 1997–May 1998 (1 Year)

- Detection and investigation of crimes within Kasarani Division, contributing to case resolutions and prosecution in court.

Police Constable (Initial Recruits Course).

Kenya Police Service, Police College, Kiganjo-Nyeri, Kenya.

August 1996–June 1997 (11 Months).

- Completed 9 months of training in Police Procedure Theory, Police Practical Procedure Faculty, Liberal Studies, Phonetic Communication, First Aid, Law, Traffic Act, Evidence Act, Station Administration, Criminal Procedure Code, Penal Code, Foot/Arms Drill & Musketry, and graduated as a **Police Constable**.

EDUCATION.

- Degree in Bachelor of Science (BS) in Accounting with a concentration in Forensic Accounting and Fraud Examination, Southern New Hampshire University (SNHU) in the UK – **Currently Ongoing Online**.
- **Diploma in Forensic Accounting**, *Oxford Home Study College (OHSC), United Kingdom, from October 2024 to January 2025*. Covered: Introduction to Forensic Accounting, Psychology of Fraudsters, Fraud Detection, Investigative Process, and Evidence Gathering.
- **Certificate in Forensic Accounting**, *Oxford Home Study College (OHSC), United Kingdom, from August 2024–September 2024*. Covered: Introduction to Forensic Accounting, Psychology of Fraudsters, Fraud Detection & Investigative Process.
- **Certificate in Computer Packages**, *University of Nairobi, Engineering Computing Centre, from June 1995–January 1996*. Covered: MS Windows NT, DOS, Lotus 1-2-3, MS Word, Access, Excel, and PowerPoint.

- **Kenya Certificate of Secondary Education (K.C.S.E.)** *Butula Secondary School, from January 1988–November 1991.*
- **Kenya Certificate of Primary Education (K.C.P.E.)** *Busia Airstrip Primary School, from January 1980–November 1987.*

PROFESSIONAL TRAINING.

- **Fire Safety & Anti-Terrorism course** trained by *Emergency Response Trainers in November 2012* (in-house at Imperial Bank).
- **ATM & Card Fraud Investigation Techniques** - *Perficio Prosperitas Training Institute (PPTI), South Africa, from November 2011.* Topics covered were threat landscape, identification of card data compromise, PIN compromise, review of investigation methods and evidence, Phishing, Vishing, and Smishing, sophisticated terminal compromise, core replacement and box attacks, leaving transaction live, cash trapping, deposit fraud, transaction reversal fraud, assessing validity of the audit trail, theft of an ATM, and risk management of ATM skimming.
- **First Aid, Fire Marshal, & Occupational Safety and Health course** trained by *Emergency Response Trainers in October 2011* (in-house at Imperial Bank).
- **Records Management Course trained by Kenya National Archives & Documentation Services** in *September 2008.*
- **Corporal Special Section Commander's Course** - *Kenya Police College, Kiganjo from April 2008 to August 2008* (promoted to the rank of **Corporal of Police**).
- **Psychology of Criminal Behavior, Crime & Society, and criminal intelligence analysis** courses *sponsored and trained by the lecturer from Egerton University at Kenya Police College, Kiganjo in June 2008.*
- **Anti-Money Laundering & Countering Financing of Terrorism Course (AML/CFT)** sponsored by the **United Nations Office on Drugs & Crime (UNODC)** at *Interpol Sub-Regional Bureau, Nairobi, in November 2006.*
- **Economic Crime Intelligence Course No. 2/2002**, trained by *the National Security Intelligence Academy (NSIS) officers in May 2002.* Topics covered were introduction to economics, economic crimes/sabotage, economic, political, and bureaucratic corruption, intelligence collection, surveillance management, elicitation of information, identification, selection and recruitment of agents and informers, payment of informants, snap-checks of informants, briefing and debriefing of informants, site exploitation, casing of a place, document exploitation, document security, personal security, and methods of analysis and interviews.
- **Investigation Officers Course** trained by *the Kenya Anti-Corruption Authority (KACA) Officers from January 2001 to April 2001.* Topics covered included the art of investigation, the Kenya Police Act, an overview of the Criminal Procedure Code, the Evidence Act, judges' rules, the Constitution of Kenya, surveillance management, techniques of interviews and interrogations, the structure and form of statements (uniformity), financial investigations, and money laundering. Basics on VAT & income tax, evasion of customs duty, and investigation into computer crimes. data security, investigations involving land transactions, common inadequacies in procurement systems, handling, custody, packaging, and submission of exhibits, document examination, search and arrest procedures, extradition of fugitives, risk to the investigator, presentation skills, art of public speaking, and stress management.

SEMINARS.

- **16th Operational Meeting on Narcotic Drugs, Criminal Investigation Department- November 2004** (Mombasa).
- **Public Service Integrity Programme Sensitization, Kenya Anti-Corruption Commission - February 2004** (Nairobi).
- **Induction Seminar on Anti-Corruption Crusade, Kenya Anti-Corruption Police Unit - February 2002** (Nairobi).

CERTIFICATION.

- Licensed Driver, Classes B, C, E (DL No. 320075, KCU-170) - *April 2003*.

LANGUAGES.

- English : Fluent.
- Kiswahili : Fluent
- **Teso** : Native (Fluent).

REFERENCES.

- **Patrick Mutui,**
Managing Director,
Haphil Africa Security Limited,
+254 720 395 601
- **Gilbert Wangila**
Assistant Manager, Security & Investigations,
Consolidated Bank of Kenya,
+254 722 393 871.
wafula.gilbert@yahoo.com
- **Samuel Epara,**
Manager, Security & Investigations,
Credit Bank Limited.
+254 722 398 744
SEpara@creditbankltd.co.ke