



## Caleb Mutsumba: Curriculum Vitae



## 1. KEY PERSONAL DETAILS

**NAME** Caleb Mutsumba

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**DATE OF BIRTH:** 1959

**PROFESSION/CAREER TO DATE:** Financial Investigations/Forensic Auditing, General Management

**NATIONALITY:** Zimbabwean

**PROFESSIONAL MEMBERSHIP** Institute of Chartered Secretaries & Administrators (ACIS)<sup>1</sup>  
Registered Public Accountant (PAAB Certificate No. 03420)  
Association of Certified Fraud Examiners (ACFE)<sup>2</sup>

## 2. KEY QUALIFICATIONS

Caleb has experience in:

- ✦ Fraud Investigation, Detection and Prevention programmes
- ✦ Forensic Audit
- ✦ Internal Audit
- ✦ Due Diligence investigations
- ✦ Transaction Advisory Services
- ✦ Project and General Management
- ✦ Business Intelligence
- ✦ Data and Statistical Analysis
- ✦ Client acquisition and account management

He has spent some time on secondment with Ernst & Young's Forensics practice in Johannesburg. Caleb has very high-level computer-related skills, including IT problem-solving abilities. He has worked with successive Microsoft and Google applications as well as ACL, Pastel and other proprietary business and analytics applications.

As shown on the Employment Record below, Caleb was an officer in the then Fraud Squad of the Zimbabwe Republic Police for more than 7 years during the nineties where he was responsible for leading investigations into white-collar crimes throughout the country. After a stint with the Internal Audit department of a major commercial bank in Harare, Caleb joined Ernst & Young to head the newly established Forensics Department in April 2001. The Forensics Department later became the Transaction Advisory Services Service Line; the firm's advisory services group of several managers and professionals - Caleb being the senior (or general) manager. In August 2007 he left Ernst & Young to become a Consultant in Corporate Internal Controls and Investigations and Forensic Auditing as well as general Business Advisory.

Throughout his career, Caleb has had a large portfolio of public and private sector clients operating in all sectors of the economy, including Governmental and Non Governmental Organisations.

Caleb has gone through various management development and other courses and has written articles on corporate governance, fraud investigation, detection and prevention programmes, as well as forensic accounting for the Financial Gazette, a Harare weekly. He has also published acclaimed articles in other business publications and has given presentations to professional and other groups.

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<sup>1</sup> The qualifying 16-module diploma is equivalent to an Honours degree in Business Administration.

### 3. EMPLOYMENT RECORD

- **Business Fraud Risk Consultant - (2007 to date)**
- **Ernst & Young, Harare, Zimbabwe - (2001 to 2007)**  
Founding Manager and, subsequently, Senior Manager - Forensics and Advisory Services
- **Agricultural Bank of Zimbabwe, Harare, Zimbabwe - (1999 to 2001)**  
Internal Auditor/Investigations Officer
- **Zimbabwe Republic Police - (1984 to 1999)**  
1992 – 1999 Detective, Criminal Investigations Department (CID), Fraud Squad  
1984 – 1992 Various rural and urban police stations and CID sections

### 4. LANGUAGES

	Spoken	Reading	Written
English	Good	Excellent	Excellent
Shona	Excellent	Excellent	Excellent
Ndebele	Poor	Good	Poor

### 5. CERTIFICATION

I, the undersigned, certify that these data correctly describe my qualifications, my experience, and me.



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**Caleb Mutsumba ACIS, ACFE**

Date: \_\_\_\_\_

**APPENDIX A: SELECTED RECENT RELEVANT INVESTIGATIONS EXPERIENCE**

<b>SECTOR</b>	<b>EXAMPLE</b>
<b>NGO</b>	<ul style="list-style-type: none"><li>○ Investigated, on behalf of DFID (UK Department for International Development), the operations and application of donor funds of several non-governmental organisations in Zambia.</li><li>○ Investigated irregularities pertaining to procurement of fuels and office supplies at an international non-governmental organisation.</li><li>○ Carried out investigations and sundry assignments on and for various Non Governmental Organisations throughout my career.</li></ul>
<b>Financial Services</b>	<ul style="list-style-type: none"><li>○ Investigated, on behalf of the trustees of a major pension fund, alleged irregularities in the investment transactions entered into through a Merchant Bank by the Fund's Principal Officer (PO) in respect of purported GMB Bills and Government Stocks. PO successfully terminated as a result.</li><li>○ As part of the Curators team at CFX (then Century) Bank and Royal Bank, I was in charge of the requisite investigations to determine the reasons for the collapse of the institutions.</li><li>○ I have also carried out <i>ad hoc</i> investigations into various other banking institutions.</li><li>○ Investigated matters arising subsequent to an acquisition of a subsidiary by a major financial institution.</li><li>○ Assisted a major bank in verifying the bank's reconciliations of mirror and actual records (kept at RBZ) of some foreign currency transactions.</li><li>○ Carried out a Capital Restructuring exercise on a major insurance company.</li><li>○ During the period 2011 to 2014 I worked as a Fraud Risk Consultant and Trainer with the Insurance &amp; Pensions Commission (IPEC). The work involved investigations into the affairs of several Insurance Companies and Pension Funds as well as building Forensic Audit capacity for IPEC. Many employees, including senior managers, were successfully terminated.</li></ul>
<b>Industrial</b>	<ul style="list-style-type: none"><li>○ Verified client's concerns about apparent errors or suspicions of fraud or irregularities in their sales system at a steel products manufacturing company. Successfully showed that the anomalies were a result of defective data processing settings.</li><li>○ Investigated the propriety of transactions in the debtors' ledger of an international explosives manufacturing company.</li><li>○ Investigated, at a motor vehicle assembling company, (a) alleged irregularities in the sales of new vehicles through third parties and (b) the propriety of (i) the company's Repairs and Maintenance account, and (ii) a new IT computer project.</li></ul>
<b>Public Sector</b>	<ul style="list-style-type: none"><li>○ I investigated several allegations of fraud in government and quasi government bodies when I was a police fraud detective.</li><li>○ In collaboration with HLB Zimbabwe Chartered Accountants, I carried out a Forensic Audit on the Zimbabwe Electoral Commission in 2018.</li></ul>
<b>Retail &amp; Consumer Products</b>	<ul style="list-style-type: none"><li>○ Investigated possible fraudulent activities by point of sale employees at a meat products outlet. Employee successfully terminated.</li><li>○ Conducted a branch managers' fraud awareness training for Zimbabwe's leading</li></ul>

supermarket chain.

- Petroleum**
- Reviewed and investigated the propriety of the accounting and costing aspects of the constituent elements of the cost of factory products sold (stocks and purchases) for a major petroleum group and recommended, based on the findings, best practices and procedures.
  - Investigated fraud by executives of a fuels importing company which resulted in the executives resigning at the behest of their lawyer and agreement with shareholders, On behalf of the shareholders, took up the management and running of the company and successfully turned the company around and recruited a new management team.
- Pharmaceuticals**
- Investigated data anomalies showing between copy invoices and the respective computer log files at a listed medical supplies company.
  - Investigated allegations of abuse of office and corruption that were anonymously levelled against the Managing Director of a subsidiary of a listed pharmaceutical group.
- Mining**
- Investigated and quantified the loss suffered as a result of thefts of fuels at a major platinum mining company and determined the basis for the prosecution of the culprits. Also assisted the police in compiling evidence for inclusion in their crime dockets, and provided the requisite litigation support.
  - At another platinum mining company, investigated the abuse of company loan schemes by members of senior management.
  - Carried out a value-for-money assessment for imports and freight system for another platinum mining company.
- Other**
- Investigated anomalies pertaining to the non-banking and disappearance of company funds from a travel agency and recommended internal control improvements to the cash handling and banking procedures.
  - Carried out, with a team of professional services experts, a Current State Assessment of the Finance and the Procurement systems of a national airline.
  - Investigated fraud by the bookkeeper at a church organisation. Perpetrator successfully convicted at Court following my testimony.
  - Investigated fraud by one of the directors and a senior employee at an advertising company. Perpetrators were successfully terminated following my testimony at a protracted labour hearing.
  - Over the years I have collaborated with HLB Zimbabwe, Ernst & Young, Sahara, Percos and other Chartered Accountants firms on Forensic Audits, Internal Audits, Due Diligence, Transaction, Capacity Building and other services.
- DD**
- I am local agent for various overseas firms for whom I have satisfactorily done a number of varied Due Diligence work.
- General**
- Established the Forensics (later Transaction Advisory) Services Department at Ernst & Young, Harare.

## APPENDIX B: RELEVANT GENERAL EXPERIENCE

As Senior Manager at Ernst & Young I have had proven senior level management experience, with the ability to manage staff, resources and projects for the successful delivery of agreed organisational outcomes and expected results. I was also in charge of the Advisory Services business development, namely, marketing and client support across Southern Africa.

I have reviewed, managed and advised on changes in strategic focus and developed and implemented programme directions, including in new fields. My portfolio included management of cross border projects.

My transformation from a quasi military leadership style to a “knowledge worker” participative style of leadership has equipped me with the appreciation and skill set to effectively manage, support and develop staff and to be able to develop and manage any vision and strategy, in any sector, and ensuring it is aligned with prescribed objectives.

My experience in NGO capacity building projects has afforded me the ability to facilitate and support organisations and their partners undertake transactional projects as well as long term development activities.

My experience in business and project monitoring and evaluation has equipped me with the ability to regularly assess organisational performance and take necessary action to ensure agreed delivery is achieved.

As a Public Accountant I believe in staying abreast of and adjusting to changing circumstances and understandings regarding any sector of interest. I also believe in the crucial importance of networking.

I relish what I do. I enjoy working in gender, ethnic, race and other forms of diversified teams.

During my more than 20 years professional journey I have assisted clients in a wide variety of scenarios, beyond my forte of Financial Investigations/Forensic Auditing, including:

- Developing customized presentations, demonstrations, and models of various subject matter and articulating value to the audience.
  - Participating in meetings using multiple channels, including in-person, phone, Google Meet, Zoom and other virtual platforms.
  - Recommending and managing customer auditions, ensuring maximum engagement with the experience.
  - Articulating concepts to a variety of audiences, including business leaders, engineers, IT and other professionals.
  - Responding to financial and technical elements of request for proposals (RFPs) as necessary, leveraging and building upon my extensive knowledge foundation.
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