



Radhika Nandrajog

*A Visionary Leader in Integrity, Governance,
and Anti-Corruption*

Profile Summary:

Datin Radhika Nandrajog, a distinguished chartered accountant and strategic consultant, embodies over two decades of profound expertise in domestic and international arenas. Her illustrious career spans across strategic management, corporate finance, audit, governance, integrity, and anti-corruption advisory services. With a fervent dedication to excellence, Radhika has consistently pioneered initiatives to foster integrity, enhance governance, and corruption prevention in organizations across various sectors.

Professional Journey:

Radhika's professional trajectory is punctuated by significant achievements, underscoring her unwavering dedication to ethical leadership and excellence. Her pivotal role as a Consultant at the Inspection and Advisory Division of the Malaysian Anti-Corruption Commission (MACC) led her to ascend to the esteemed position of Chief Operating Officer at the Anti-Corruption and Ethics Centre (ACE). At MACC, Radhika played a pivotal role in establishing the ACE Centre, leading the development of strategic blueprints, knowledge centers, and online portals dedicated to anti-corruption initiatives. Her responsibilities extended to supporting the development of MACC's Corruption Risk Management (CRM) services, while reporting directly to the Chief Commissioner.

Prior to her tenure at MACC, Radhika honed her expertise in corporate finance at prestigious firms such as PricewaterhouseCoopers (PwC) and BDO. Here, she provided invaluable strategic consulting and advisory services to prominent clients across diverse industries. Her contributions ranged from crafting strategic blueprints to orchestrating transformative initiatives that propelled organizations towards sustainable growth and success.

As a visionary entrepreneur, Radhika founded and directs VisionEthics Advisory Services Sdn Bhd, where she remains steadfast in her commitment to championing integrity, governance, and anti-corruption measures. Her consultancy services cater to a diverse clientele, spanning construction, finance, healthcare, telecommunications, and more, showcasing her versatility and impactful presence across industries.

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📍 Kuala Lumpur

🌐 VisionEthics

Education

Chartered Accountant (ACA)
and Fellow Member
**Institute of Chartered
Accountants, Ireland**
2003

Bachelor of Arts (Honours) in
Accounting and Finance

- Major in **Mathematics & Marketing**
- Awarded **First Class Honours**

Lancaster University, England
2000

Professional Qualifications

- Fellow Chartered Accountant (FCA), Institute of Chartered Accountants Ireland (ACA)
- Member, Institute of Accountants Malaysia (MIA)
- Certified Human Resources Development Corporation (HRD Corp) Trainer, Malaysia

Professional Experience:

2020 – Present:

VisionEthics Advisory Services Sdn Bhd

Founder and Director, Strategic Management and Risk Consultant

- Enhance Integrity, Governance, and address Anti-Corruption in organizations
- Implement Adequate Procedures, Anti-Bribery Management System (ABMS), and ISO37001, including Corruption Risk Management (CRM)
- Develop effectiveness indicators for monitoring and evaluating corruption prevention controls
- Provide advisory and speaking engagements on Anti-Corruption Strategy, Commitments, and Corporate Liability

2018 – 2020:

Independent Risk and Strategic Management Consultant

- Focus on enhancing integrity, governance, and addressing anti-corruption in organizations
- Executed customized consultation and training programs in corruption risk management, corporate liability provisions, and ISO 37001 Anti-Bribery Management Systems (ABMS). Leveraged in-depth industry knowledge to guide clients through complex legal and regulatory landscapes, ensuring compliance and ethical practices
- Provided expert advisory services to a diverse clientele in both public and private sectors, supporting the development of robust governance frameworks and comprehensive risk mitigation strategies.

2014 – 2016:

Malaysian Anti-Corruption Commission (MACC)

Chief Operating Officer, Anti-Corruption and Ethics Centre (ACE)

- Reported directly to the Chief Commissioner and Board
- Designed and executed the strategic blueprint for ACE, establishing the foundation for the organization's success and long-term impact.
- Assembled and trained a sustainable team to manage ACE effectively, fostering a culture of excellence and expertise.
- Established and launched ACE as an online portal, expanding its reach and accessibility for stakeholders.
- Collaborated with the Prime Minister's Office in charge of Integrity and Human Rights to initiate and manage the Anti-Corruption Coalition for the construction industry, identifying and addressing corruption risks and formulating action plans.
- Successfully facilitated the signing of an alliance agreement between key stakeholders (ministries, regulators, and organizations) in the local construction industry to implement anti-corruption measures and best practices.

2008 – 2010:

Vidya Integrated Development for Youth and Adults (VIDYA), New Delhi, India

Chief Strategist and Leader in charge of Fundraising & Public Relations

- Led a non-profit organization focused on empowering women and children in slums through education.
- Raised up to USD 2 million within six months by spearheading a dedicated fundraising team.
- Designed and implemented a scalable fundraising model, securing donations from large and small donors, including local and international institutions.
- Established a sustainable funding pipeline to support the construction and ongoing operations of a new school for 1,000 underprivileged students.

2004 – 2006:

PricewaterhouseCoopers (PWC) Capital Sdn Bhd

Manager – Corporate Finance, Valuation & Strategy

- **Strategic Valuation & Consulting:** Delivered high-level valuation and strategic consulting for clients across various industries, including government, financial services, oil and gas, and consumer and industrial products.
- **Policy Impact Analysis:** Assessed the effectiveness of public policy instruments such as privatization and the Industrial Coordination Act, recommending improved implementation strategies to enhance ethnic participation and achieve national wealth distribution goals.
- **Islamic Banking Valuation:** Conducted indicative valuation for a leading bank competing for an Islamic Banking license, securing funding for its new Islamic window.
- **Productivity & Compliance Enhancement:** Led a position analysis for a government-linked company in motor vehicle manufacturing and distribution, formulating solutions to improve productivity and compliance with group procedures.
- **Strategic Blueprint Development:** Created a strategic plan for a publicly listed conglomerate, facilitating interactive workshops with senior management. This initiative led to a significant increase in share prices.
- **Financial Due Diligence Management:** Oversaw financial due diligence for a major conglomerate acquiring a stake in a global power generation firm, ensuring on-time delivery of valuation and bid prices.
- **Published Articles & Mentorship:** Contributed to published articles such as PWC's Mergers and Acquisition Alerts and implemented effective training and mentorship programs for recruits and managers.

2000 – 2004:

BDO Simpson Xavier (BDO), Dublin, Ireland

Assistant Manager – Business Assurance & Advisory

Corporate Finance

- **Mergers & Acquisitions Expertise:** Spearheaded due diligence projects involving mergers and takeovers between Irish and UK companies, enabling clients to negotiate optimal acquisition and sale prices.
- **Strategic Acquisitions:** Advised on successful acquisitions in the property investment, telecommunications, and pharmaceutical industries, maximizing value and synergies for clients.
- **Financial & Tax Analysis:** Conducted in-depth financial analysis, formulated cash flow projections, and designed tax and cash extraction strategies for various clients.

Audit & Tax

- **Audit Team Leadership:** Managed audit teams for high-profile clients, ensuring timely and accurate reporting under tight deadlines.
- **Early Supervisory Role:** Entrusted with significant assignments due to exceptional leadership skills and the ability to foster collaborative team environments.
- **Client Relationship Management:** Oversaw client relationships and delivered board presentations on audits of companies across property, telecommunications, and IT sectors with turnovers exceeding €100 million.

Professional Expertise at VisionEthics Advisory Services:

At VisionEthics Advisory Services, Radhika harnesses her extensive expertise to assist organizations in implementing robust anti-corruption frameworks, corruption risk management systems, and ISO 37001 standards. She actively engages with boards and leadership teams, offering strategic guidance and training to ensure adherence to integrity and regulatory compliance standards.

Radhika's influence extends beyond organizational borders, as she collaborates with prestigious institutions such as the Asian School of Business (Bank Negara). As a faculty member and key speaker, she leads seminars on critical topics including Corporate Liability and Adequate Procedures, imparting invaluable insights to industry professionals.

Furthermore, Radhika's dedication to societal progress is evident through her contributions to national initiatives such as the National Anti-Corruption Plan (NACP) and collaborations with the United Nations Development Program (UNDP). These endeavors underscore her unwavering commitment to driving positive change and fostering integrity within society.

Industry Expertise:

Radhika's professional journey demonstrates extensive industry exposure across a range of sectors, establishing her as a specialist in addressing intricate governance and compliance challenges. Her deep expertise includes navigating:

- **Government & Regulatory Agencies:** Navigated complex governance and compliance challenges, engaging with regulatory bodies and anti-corruption agencies to ensure ethical practices and adherence to public policy.
- **Healthcare & Pharmaceuticals:** Guided healthcare and pharmaceutical organizations in risk management and compliance measures, upholding patient safety and regulatory standards.
- **Hospitality & Tourism:** Provided tailored solutions to enhance operational integrity and mitigate risks in the hospitality industry.
- **Construction & Property Development:** Directed the implementation of robust governance frameworks and anti-bribery standards for construction firms and property developers.
- **Banking & Financial Services:** Offered strategic guidance to banks and financial institutions, facilitating compliance with regulatory requirements and effective risk management.
- **Oil & Gas & Energy:** Advised oil, gas, and energy companies on risk management strategies, ensuring operational resilience and regulatory compliance.
- **Manufacturing & Industrial:** Implemented governance and compliance measures in manufacturing and industrial sectors to maintain quality and uphold ethical standards.
- **Telecommunications & IT:** Assisted telecommunication and IT companies in managing regulatory risks and ensuring ethical business practices.
- **International NGOs & Funding Agencies:** Collaborated with international NGOs and funding agencies to strengthen governance frameworks and mitigate operational risks.
- **Retail & Consumer Products:** Provided expertise in governance and compliance for retail and consumer products sectors, promoting ethical practices and risk mitigation.
- **Shipping & Heavy Equipment:** Advised shipping and heavy equipment industries on risk management and compliance, ensuring operational efficiency and integrity.

International Exposure:

Radhika's vast international experience has broadened her outlook and provided her with key insights to tackle global risk management and compliance challenges. Her international expertise extends to various countries, such as:

- United Kingdom
- Ireland
- Isles of Man
- India
- Malaysia
- China
- Thailand

Professional Portfolio: Corruption Risk Management

Malaysia Anti-Corruption Commission (MACC):

- Project Scope: **Anti-Corruption Coalitions**; Collaborated with the Malaysia Anti-Corruption Commission (MACC) to establish and implement anti-corruption coalitions in partnership with the Prime Minister's Office, focusing on high-risk industries to promote integrity and accountability.
- Project Scope: **Private Sector Initiatives**; Partnered with MACC to design and deliver anti-corruption initiatives for the private sector, including in-depth reviews of corporate agendas and risk management strategies.

Malaysia Anti-Corruption Academy (MACA):

- Project Scope: Provided comprehensive Corruption Risk Management training to diverse local and international participants, fostering a culture of integrity.

ICLIF Executive Education Center, Asia School of Business (BNM):

- Project Scope: Designed and delivered Corruption Risk Management training programs, empowering business leaders with effective risk mitigation strategies.

Malaysian International Port Operator:

- Project Scope: Implemented Corruption Risk Management strategies to enhance transparency and integrity within port operations.

Institut Integriti Malaysia (IIM):

- Project Scope: Facilitated capacity building sessions on Corruption Risk Management (CRM) and ISO 37001 Anti-Bribery Management System (ABMS), fostering a culture of integrity and compliance.

National Center of Governance, Integrity & Anti-Corruption (GIACC):

- Project Scope: Led a pilot project on the implementation of ISO 37001 ABMS for selected agencies, advancing anti-corruption efforts across ministries, state governments, and local authorities.

National Centre of Governance, Integrity & Anti-Corruption (GIACC) & United Nations Development Programme (UNDP):

- Project Scope: **ISO 37001 ABMS Pilot Project**; Led a project with GIACC and UNDP on the implementation of ISO 37001 Anti-Bribery Management Systems for nine agencies across ministries, state governments, and local authorities.

GLC Financial Institution (including Islamic banking) and Subsidiaries:

- Project Scope: Led the implementation of Corruption Risk Management (CRM) strategies across the institution and its subsidiaries, ensuring compliance with ethical standards and regulatory requirements.

GLC Involved in Property Development, Construction, REITs:

- Project Scope: Conducted Corruption and Fraud Risk awareness training and workshops, alongside corruption risk assessment sessions involving top management, fortifying ethical practices within the organization.

GLC Involved in Energy Sector:

- Project Scope: Conducted Bribery Risk Assessment for the implementation of ISO 37001: Anti-Bribery Management System, mitigating bribery risks within the energy sector.

GLC Involved in Property Development and Construction Sector:

- Project Scope: Conducted Gap Analysis and implemented ISO 37001 Anti-Bribery Management System, ensuring adherence to anti-bribery standards and best practices.

GLC Involved in Property Development:

- Project Scope: Implemented CRM in accordance with Adequate Procedures guidelines, ensuring integrity and transparency in property development operations.

Group of Foreign Insurance Companies in Malaysia (Life, Takaful, and General Insurance):

- Project Scope: Conducted Corruption Risk Management and Gap Analysis for foreign insurance companies operating in various sectors, including life, takaful, and general insurance, identifying vulnerabilities and implementing remedial measures.

Professional Portfolio: Corruption Risk Management

MOF Incorporated Malaysian Company in Motor-Sport:

- Project Scope: Implemented CRM strategies within a Malaysian company incorporated under the Ministry of Finance (MOF), operating in the motor-sport industry, to mitigate corruption risks and promote ethical conduct.

MOF Incorporated Malaysian Company in Creative Industry:

- Project Scope: Implemented CRM strategies and developed Organizational Anti-Corruption Plans (OACP) within a Malaysian company incorporated under the Ministry of Finance (MOF), operating in the creative industry, fostering integrity and transparency.

Malaysian Large Banking Group:

- Project Scope: Provided training on CRM and Organizational Anti-Corruption Plans (OACP) for a large banking group in Malaysia, equipping the organization with tools and strategies to combat corruption effectively.

Professional Training Engagements:

Anti-Corruption Act 2018 & Corporate Liability Training:

- Delivered expert training on the Anti-Corruption Act 2018 and corporate liability provisions to board members and senior management of Malaysian listed companies.

In-House Financial Training:

- Conducted specialized training sessions for a Malaysian finance institution on MACC Act, corporate liability provisions, and adequate procedures, enhancing their compliance strategies.

Board Advisory on Regulations:

- Addressed the board of a major financial institution on local and international regulations, providing insights to strengthen governance and compliance.

Anti-Corruption Initiatives Training:

- Trained various institutions, including sovereign wealth funds and conglomerates, on anti-corruption initiatives and best practices to promote integrity.

National Anti-Corruption Plan (NACP) Contribution:

- Played a role in developing and contributing to the National Anti-Corruption Plan (NACP), launched in 2019, fostering nationwide integrity.

Key Speaker at ICLIF Seminars:

- Served as a key speaker at ICLIF, leading a series of seminars on corporate liability provision and adequate procedures, sharing expertise and industry insights.

Key Speaker at ABAC Centre of Excellence Webinar Series:

- Served as a Subject Matter Expert guest speaker during the International Women's Day 2024 Webinar Series, presenting on the topic of "Strategies for Promoting Ethical Practices and Integrity in Organizations" with over 500 sign-ups.

Beyond Professional Achievements:

Radhika's multifaceted character transcends her remarkable professional accomplishments. An enthusiastic open-water diver and seasoned explorer, she epitomizes a spirit of adventure and resilience. Renowned for her adept leadership and solution-focused mindset, Radhika navigates challenges with grace and determination.

Her exceptional ability to forge meaningful connections extends beyond cultural boundaries, enriching her global network and fostering cross-cultural understanding. Radhika's diverse interests and unwavering determination underscore her holistic approach to life, enriching both her personal and professional endeavors.