This year GIR once again shines a spotlight on female practitioners in our second Women in Investigations special. The white-collar world is filled with female investigations practitioners whose reputations and résumés speak for themselves, and this special serves to demonstrate the wide variety of talented women – from government enforcers to the next generation of investigators – who form part of the worldwide investigations community and we think GIR readers should get to know. The final 100 were chosen following an open nomination process where we encouraged GIR readers to present up to three names along with compelling reasons for why those individuals deserved to be featured.

The special comes after almost a year of unprecedented dialogue around systemic problems female professionals contend with in the workplace, ranging from pay disparities to sexual harassment to an institutional lack of opportunities afforded to women and minorities.

Part of that conversation was sparked by the #MeToo movement that rose up following reports in late 2017, from both The New York Times and The New Yorker on the decades of alleged sexual assault and harassment by Hollywood film producer Harvey Weinstein.

The legal community has not been immune to the problems with sexual harassment and diversity. Since the first reporting on Weinstein, a survey of 1,000 lawyers by a UK trade publication revealed that 42% of respondents had experienced sexual harassment in the workplace. Meanwhile, research management consulting firm McKinsey & Company in 2017 showed that women in North American law firms are 29% less likely to reach partnership in law firms compared to their male colleagues.

In February 2018, research by GIR Just Anti-Corruption revealed that, since 2004, the US Department of Justice (DOJ) has awarded compliance monitorships in FCPA matters to 40 men and just three women. The issue has not gone unnoticed, and in a recent settlement with Japanese electronics company Panasonic Avionics Corporation, the DOJ for the first time ever added a clause that monitor selections shall be made in keeping with the department’s commitment to diversity and inclusion, a development lauded as a milestone.

While casting more light on these issues can only be seen as positive, these reports also show how much work remains to be done.

When we launched GIR's first Women in Investigations survey in 2015, we featured individuals including the head of corruption at Norway's anti-corruption body Økokrim, Marianne Djupesland:...
the head of global compliance at Baker McKenzie, Mini van de Pol; and recent GIR Lifetime Achievement Award winning Steptoe & Johnson partner Lucinda Low.

Several of the previous nominees have gone on to scale greater heights since featuring in the 2015 special. For example, Louise Hodges at Kingsley Napley was appointed head of criminal litigation at the firm in 2017 and, in 2018, Freshfields Bruckhaus Deringer promoted Hong Kong partner and 2015 nominee Georgia Dawson to managing partner for the Asia-Pacific region.

Other 2015 nominees have left established firms to open their own investigations shops. Former Trench Rossi Watanabe associate Erica Sellin Sarubbi left the firm in 2016 to open investigations boutique Maeda Ayres & Sarubbi Advogados, while in 2018, Lalive counsel Sonja Maeder Morvant left the Swiss firm to launch an investigations practice at Geneva firm OHER.

One of our main aims for this special has been – and continues to be – to showcase the breadth and depth of talent among the women in the international investigations space. Since the inaugural 2015 special, many of those featured told that their inclusion had helped build lasting professional relationships. It is our hope that the nominees on the 2018 list will be welcomed to the fold to continue to foster that network of female investigations practitioners.

In the 100 profiles in the 2018 special, the nominated women tell us what they bring to the table as investigators, their biggest career accomplishments to date, and their thoughts on how to create and promote inclusivity at work. We hear from individuals including Isabel Costa Carvalho at Hogan Lovells in São Paulo, Deborah D’Aubney at Rolls-Royce, and former US Deputy Attorney General Jamie Gorelick, now a WilmerHale partner, who said that “women need to make sure that other women have opportunities and more men need to see the talents that women bring to the table.” From the UK’s Serious Fraud Office, prosecutor Emma Luxton shares why the prosecution of a UK printing company was the highlight of her career so far.

We also asked the nominees to comment on the other side of their lives: what do they do outside work that makes them a better investigator? What are the facts about them that not people may know? And as the investigations world seems to attract the adventurous, we’ve also got lawyers to tell us the most exciting place their work has taken them.

In the profiles, lawyers recount raking wet concrete in Mongolia, visiting the home of the UK’s prime minister at 10 Downing Street, and being in Cairo during the Arab Spring. One lawyer created an award-winning rum cocktail recipe while seven-months pregnant; another once beat Daniel Day-Lewis in an acting competition.

Read on for the full list nominees and abridged versions of their profiles. The full-length profiles are available on: globalinvestigationsreview.com
I love the process of following the trail of a story and putting together the picture. I enjoy puzzling through documents, interviewing witnesses, putting it all together, and then presenting the story to the client and the government. It is fascinating to parachute into a world that is not your own and understand the culture, processes, personalities, and potential problems that have occurred historically. The biggest change in my practice is the high volume of emails and documents that are part of every investigation and the evolving technology to deal with that high volume.

The highlight of my career is all of the people that I have met along the way. I have worked with everyone from CEOs and general counsels of major companies to, as an assistant US attorney, sexual assault victims, drug dealers, police detectives and emergency room nurses. I have also made wonderful friends at every stop in my career, and my best friends are former colleagues.

The main opportunities are the wide range of clients that need investigative representation. I also specialise in anti-money laundering regulatory work, and I get to help my clients every day with challenging regulatory questions.

I love the chase and the journey of understanding a story. For me, investigations are like reading a great book or seeing an engrossing movie and not wanting to have the story end.

Investigations take a lot of patience, humility, and a sense of humour about all of the roadblocks that inevitably arise along the way. These qualities are also what you need to be a good parent. I think my dual roles make me better at both aspects of my life.

The best advice that I received is from Judge James Robertson, for whom I clerked. He stressed the importance of civility in the practice of law, which I think is so important in this age of email and other negative pressures on lawyers. I have not received bad advice – I have been blessed with many wonderful mentors.

The biggest talking point in the US is how to best navigate new leadership and policies at US Department of Justice and other enforcement agencies.

Pressure from clients to hire women to lead matters is having an impact on law firm culture. Continued improvement in gender equality depends on men and women in the legal community embracing the cause as both a moral and business imperative.

People may not know that in my next life, I am going to be the lead singer in a rock band instead of a lawyer.

I have travelled the world for my jobs, but the most interesting places were the many homes, businesses, and parks that I visited as a prosecutor with police officers in the less economically advantaged areas of Washington, DC.