

## CURRICULUM VITAE

**Richard Edward Cascarino MBA, CIA,CISM,CFE**

### PROFILE

A consultant and lecturer with over 28 years experience in Risk, Audit, Corporate Governance, Forensic, Internal and Computer auditing education and author of the books *Internal Auditing-an Integrated Approach* and *Auditor's Guide to Information Systems Auditing* and the forthcoming book *Preventing Fraud – It Could Happen to You*. He is also a contributing author to the Governance section of *Finance: The Ultimate Resource*.

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## Contact Details

### Business

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## PERSONAL DETAILS

Richard Edward Cascarino, MBA, CIA, CISA, CISM

**Date of Birth:** 27 January 1950; Dunfermline, Scotland

**Nationality:** British

**Marital Status:** Married – Margaret Dorothea Cascarino BVSc

**Language:** English

**ID:** 5001275165184

**Other Interests:** Skiing, Scuba Diving, Cycling, Tennis, Photography, Bridge

## ACADEMIC QUALIFICATIONS

- 1997** **University of Witwatersrand**  
MBA at Wits Graduate School of Management
- 1976** **Kirkcaldy Technical College**  
Scottish Higher National Certificate in Computer Data  
Processing (SCOTBEC)
- 1968** **St Andrews High School, Kirkcaldy**  
Matriculated with full university exemption  
SCE Higher Grade: English, French, Mathematics, Physics,  
Chemistry  
SCE 'O' Grade : English, French, Mathematics, Physics,  
Chemistry, Arithmetic, Mechanics, Technical Drawing

## PROFESSIONAL QUALIFICATIONS

- 2006** **Association of Certified Fraud Examiners**  
*Certified Fraud Examiner*
- 2004** **IS Auditors Association**  
*Certified Information Security Manager*
- 1991** **Institute of Internal Auditors**  
*Certified Internal Auditor*
- 1984** **EDP Auditors Association**  
*Certified Information Systems Auditor*

## **MEMBERSHIP OF PROFESSIONAL BODIES**

<b>Since 2006</b>	Member of Association of Certified Fraud Examiners
<b>Since 2005</b>	Member of Information Systems and Control Association
<b>Since 1998</b>	Member Institute of Certified Fraud Examiners
<b>Since 1983</b>	Member Institute of Internal Auditors

## **PROFESSIONAL ACTIVITIES**

<b>2010</b>	<b>Chairman, Rocky Mountain Area Conference - IIA</b>
<b>1993-1994</b>	Southern African Regional Director of the Institute of Internal Auditors Inc
<b>1990/91/92</b>	President of the Institute of Internal Auditors-SA
<b>1991-1992</b>	International Vice-chairman of IIA Inc Quality Assurance Committee
<b>1989-1991</b>	Founding Southern African Regional Director of the Institute of Internal Auditors Inc
<b>1989-1990</b>	Senior Vice President of the Institute of Internal Auditors (SA)
<b>1987-1989</b>	Vice President (Professional Services) of the Institute of Internal Auditors (SA)
<b>1988-1989</b>	Chairman of Johannesburg Region of the Institute of Internal Auditors (SA)
<b>1987-1990</b>	South African representative on IIA Inc International Advanced Technology Committee
<b>1986-1994</b>	Editor of Audit Update and Internal Audit Review magazines

## **ACADEMIC AND PROFESSIONAL EXPERIENCE**

### **ACADEMIC EXPERIENCE**

<b>2006- present</b>	External examiner on the MBA Programme at the University of the Witwatersrand
<b>1999-2008</b>	Course developer and Course Co-ordinator and examiner on the final year B.Com. in Internal Auditing and B.Com (Hons) at the University of the Witwatersrand
<b>1999-2003</b>	Course developer and external lecturer and examiner on the B.Tech Internal Audit programme at Technikon SA
<b>1998</b>	External lecturer and examiner on the B.Tech Internal Audit programme at Technikon Pretoria
<b>1990-present</b>	External lecturer and examiner on the H.Dip programme in Computer Auditing at the University of the Witwatersrand
<b>1986-1988</b>	External lecturer and examiner on the Masters programme in Computer Auditing and Consulting at RAU

### **AUDIT COMMITTEE MEMBERSHIP**

<b>2006 - 2007</b>	Audit Committee Chairman – Gauteng Audit Committee – Cluster 2 (Office of Premier, Shared Services, Health)
<b>2003 - 2007</b>	Audit Committee Member – Department of Public Enterprises

## PROFESSIONAL EXPERIENCE

<b>1989-present</b>	<b>Managing Director Compact Business Services (SA) now Richard Cascarino &amp; Associates (USA)</b> Enterprise Risk Consultancy, Corporate Governance Consultancy, Operational Performance Consultancy, Basel II implementation and audit, Fraud prevention consultancy, Computer Security consulting, Computer Strategy consulting, Internal and Computer Audit consultancy and Training in all these areas.  Developer and presenter of acclaimed training courses including, among others: <ul style="list-style-type: none"><li>• Bachelor's degree at University of Witwatersrand, South Africa in Internal Auditing</li><li>• Managing Banking Risk</li><li>• Managing treasury Risk</li><li>• Auditing Basel II implementation</li><li>• Post Graduate programmes in IT Audit and Internal Audit</li><li>• Fraud prevention</li><li>• Public Service administration</li><li>• In-house training for Auditors General departments</li><li>• Communication Skills</li><li>• Business English as a second language</li><li>• Report Writing Skills</li><li>• Presentation Skills</li></ul>
<b>Consultancy Experience</b>	Corporate Governance consultancy for multiple clients Risk evaluation consultancy for multiple clients Program Results and Performance audits for multiple clients Forensic Investigation including IT Forensics for multiple clients IA, Forensic and IT Quality Assurance reviews for multiple clients Forensic investigations for multiple clients Internal Audit specialist assignments for multiple clients IT Security reviews for multiple clients CRSA implementation for multiple clients Basel II implementation assistance for multiple clients Strategic IT Planning for multiple clients Business continuity planning and auditing for multiple clients
<b>Industry Sectors</b>	Governmental Health Banking Financial Insurance Oil and Gas Utility Agriculture Mining

- 1987 - 1989**      **Coopers and Lybrand**  
**Senior Audit Manager**  
Responsible for running the Computer Assisted Audit Group for South Africa.  
Managing and conducting technical audits and security reviews in IBM, UNISYS, HP and DEC VAX environments, specialising in MVS, VM, CICS, ADABAS, IDMS and IMS software in the IBM environment. Technical training on mainframes, minis and micros internally and for clients
- 1983 - 1987**      **Anglo American Corp**  
**Divisional Audit Manager (EDP)**  
Responsibilities: Provision of technical support to Group Audit Services, undertaking technical and managerial audits, provision of a consulting service to group companies. Main tasks accomplished: Technical audits, business requirements study of the FOREX area.
- 1981 - 1983**      **The Okhai Group Ltd., Dundee, Scotland**  
**I.S. Manager**  
Responsibilities: Total responsibility for the I.S. planning and usage of all four member companies in the group.  
Main tasks accomplished: Set up the largest on-line network of Burroughs B1900s in the U.K. Computerised the total business for all member companies including Production Control for the two manufacturing companies and general ledgers and subsidiary ledgers for all companies as well as one of the first EDI systems in the country.
- 1978 - 1981**      **NCR (Manufacturing) Ltd., Dundee, Scotland**  
**Project leader**  
Responsibilities: I.S. development for all non-manufacturing systems, graduate recruitment for M.I.S.  
Main tasks accomplished: Implementation of various financial and administrative systems including a Duty Relief system which saved the company GBP200,000 in its first year, implementation of MSA General Ledger

- 1977 - 1978**      **Valentines of Dundee Ltd., Dundee, Scotland**  
**Business System Analyst**  
Responsibilities: Analysis and design of all business systems. Main tasks accomplished: Design of several systems including a full factory Production Control system interfacing a financial WIP system to the General Ledger
- 1974 - 1977**      **Fife Region/Lothian Health Board**  
**Systems Designer/Project Leader**  
Responsibilities: The design and implementation of several large financial systems.  
Main tasks accomplished: Design and implementation of the Scottish Health Service Standard Payroll and Financial Ledger Systems. At the time of regionalisation Mr Cascarino moved along with his systems from the control of Fife Region to Lothian Health Board.
- 1970 - 1974**      **John Haig & Co., Markinch, Scotland**  
**Analyst/Programmer**  
Responsibilities: The design and implementation of Financial and Administrative system.  
Main tasks accomplished: Implementation of Stock Control, Accounts Receivable and Accounts Payable systems. Migration of automated systems from I.C.T. Tabulators to computer
- 1969 - 1970**      **Department of National Savings, London**  
**Trainee Programmer**  
Responsibilities: Maintenance of Daily Update and Year-end suites

## CONFERENCE PAPERS PRESENTED

- Rocky Mountain Area Conference 2009 – **Governance Lessons Learned from the Banking Crisis**
- Institute of Internal Auditors Governance, Risk and Compliance Conference 2009 - **Internet Fraud Opportunities in the Current Economic Environment: A New and Deadlier Generation of Attacks**
- Institute of Internal Auditors Governance, Risk and Compliance Conference 2009 - **Working with a Smaller Staff – Working Smarter**
- Institute of Internal Auditors General Audit Management Conference 2009 - **What went wrong in 2008 - The Changing Role of Governance and Internal Audit**
- Vanguard IT Security - **Emerging Threats: A New and Deadlier Generation of Attacks**
- ISACA National Conference (Information Systems Audit and Control Association) South Africa 2006 - **Quality Assurance of the IT Audit and Security Process**
- Institute of Internal Auditors South Africa National Conference (2006) - **Fighting Fraud with CAATs**
- African Institute of Information - **Implementing Basel II Compliance**
- MEFMI (Macroeconomic and Financial Management Institute of Eastern and Southern Africa) workshop on **Risk-based Audit for Reserves Management for African Central Banks**
- COSAC (Computer Security Audit and Control) International Conference, Ireland 2002 - **Investigating IT Fraud - 1 day workshop**
- Risk Management to Achieve Auditing Best Practice at Johannesburg (2002) **Conducting Successful Auditing in an e-Commerce Environment**
- COSAC (Computer Security Audit and Control) International Conference, Ireland 2001 - **Management Master Class "How To Obtain Value for Money and Return on Investment from Information Security"- 1 day workshop**
- CBS Fraud Conference at Johannesburg 2001 - **The Audit Committee's Role in Fighting Fraud**
- CBS S Fraud Conference at Johannesburg 2001 - **Enforcing Intellectual Property**
- CBS Fraud Conference at Johannesburg 2000 - **Stopping Fraud in Banking**
- CBS Fraud Conference at Johannesburg 2000 - **Securing Against Computer Fraud**
- ISM (Information Security Management) International Conference in Mauritius 1999 - **Current Threats to Information Security. (Keynote)**
- ISM (Information Security Management) International Conference in Mauritius 1999 - **Datawarehousing - benefit or threat?**
- ISM (Information Security Management) International Conference in Mauritius 1999 - **Security Issues in Complex Hybrid Systems**
- CBS Fraud Conference at Johannesburg 1999 - **Electronic Money Laundering**
- COSAC (Computer Security Audit and Control) International Conference, Ireland 1999 - **IT Security as a Profit Centre - 1 day workshop**
- CBS Fraud Conference at Johannesburg 1998 - **Use of CAATs on Preventing / Detecting Fraud**
- CBS Fraud Conference at Johannesburg 1998 - **Partnering with External Audit**
- Paper to the Southern African Accounting Association Fourteenth Biennial National Congress 1998 **The Future Role of the Internal / External Auditor**
- CBS Fraud Conference at Johannesburg 1997 - **Motivating Corporate Ethics**
- CBS Internal Auditing Conference at Johannesburg 1997 - **Changing Focus and Overcoming Inertia**
- CBS Internal Auditing Conference at Johannesburg 1997 - **Maintaining Control during Transition**
- CBS Fraud Conference at Johannesburg 1996 - **Better Ways to fight Computer Fraud**
- CBS S Fraud Conference at Johannesburg 1996 - **Making your Staff Aware**

- Institute of Internal Auditors Inc. International Conference in Los Angeles 1996, - ***The Internal Auditor's Role in Restructuring***
- Institute of Internal Auditors Inc. International Conference in Los Angeles 1996, - ***Whistleblowing - Pros and Cons***
- CBS Internal Auditing Conference at Warmbaths 1996 - ***Putting it all together***
- CBS Internal Auditing Conference at Warmbaths 1996 - ***Auditing Advanced Computer Systems***
- CBS Fraud Conference at Johannesburg 1995 - ***Hi-tech Hoaxes and Computer Fraud***
- CBS Fraud Conference at Johannesburg 1995 - ***Improving Internal Audit's Effectiveness in Fraud Prevention***
- CBS Computer Control and Audit Conference at Sun City 1995 - ***Assessing IS Risk***
- CBS Internal Auditing Conference at Sun City, 1995 - ***Determining Risk Materiality***
- CBS Computer Control and Audit Conference at Johannesburg 1994 - ***Designing Security into Application Systems***
- CBS Computer Control and Audit Conference at Johannesburg 1994 - ***Controlling the Implementation of EDI***
- CBS Internal Auditing Conference at Sun City 1994 - ***Benchmarking Internal Audit's Best Practices***
- Institute of Internal Auditors (SA) International Conference at Sun City, 1993 - ***Producing Quality Audits***
- CBS Computer Fraud and Countermeasures Conference at Johannesburg 1993- ***Establishing the Corporate Risk Profile***
- CBS Computer Fraud and Countermeasures Conference at Johannesburg 1993- ***Defending EDI against Fraud***
- Institute of Internal Auditors 1990- ***Viruses.***
- Institute of Internal Auditors Zimbabwe. International Conference in Harare 1989, - ***The Internal Auditor's Role in Disaster Recovery Planning***
- ICL VME User Group 1989- ***What goes Wrong in the Systems Development Process.***
- South African Risk and Insurance Management Association 1986- short presentation on ***Computer Crime and Risk Management*** (subsequently repeated for IIA Johannesburg, IIA Durban IIA Cape and CSSA Vaal).
- South African Society of Legal and Patent Attorneys 1986- ***Computer Fraud.***
- NACCA 1985 - co-presenter of a paper on ***"Who do we Train?"***

## **PROFESSIONAL DEVELOPMENT TRAINING**

- **2005 - 2008 Wits Internal Auditing BCom (Hons) IT Auditing Masterclass and Forensic Auditing weeks**
- **1999-2008 Develop and Present Wits Internal Auditing BCom year 3**
- **1992 - 2008 Wits Higher National Diploma in Computer Auditing Security Week**
- **1998 Pretoria Technikon Internal Audit Year 4**
- **1986 - 1988 Presented on MCom IT Audit at RAU**

Various in-house courses for clients in *South Africa, Botswana, Swaziland, Namibia, Ghana, Kenya, Lesotho, Zimbabwe, Mauritius, Bahrain, UK, USA* including:

- **Internal Auditing Diploma**
- **Advanced Internal Auditing Diploma**
- **Computer Auditing Diploma**
- **Advanced Computer Auditing Diploma**
- **Internal Auditing Level 1 - Principles and Practices**
- **Audit Communication Skills**
- **Basic Computer Auditing**
- **Audit Report Writing Skills**
- **Risk Analysis for Auditors**
- **Auditing for Fraud, Waste and Abuse**
- **Internal Auditing Level 2 - Supervisor Responsibilities**
- **Statistics and Maths for Auditors**
- **Ethics and the Internal Auditor**
- **Accounting and Finance for Internal Auditors**
- **Quantitative Analysis for Auditors**
- **Intermediate Computer Auditing**
- **Value-for Money Auditing**
- **Audit Negotiating Skills**
- **Audit Evidence**
- **Automating the Audit**
- **Presentation Skills for Auditors**
- **Managing and Optimising the Internal Audit Function**
- **Human Behavioral Skills for Auditors**
- **Marketing the Internal Audit Function**
- **Basic Computer Auditing**
- **Hands-on PC Auditing**
- **Auditing Databases**
- **Auditing Application Systems under Development**
- **Computer-Assisted Audit Techniques**
- **Computer Fraud and Countermeasures**
- **The Audit Role in Disaster Recovery Planning**
- **Auditing in a LAN Environment**
- **Computer Security Reviews**
- **Information Management**
- **Advanced Auditing in an Internet Environment**
- **Advanced Auditing in an NT Environment**
- **Advanced Auditing in an AS/400 Environment**
- **Advanced Auditing in a Novell Environment**

- **Advanced Auditing in an OS/390 Environment**
- **Advanced Auditing in a Unix Environment**
- **Advanced Auditing of Operating Environments**
- **VFM Auditing of the IS Function**
- **Planning and Managing the IS Audit Function**
- **Writing your own CAATs**
- **Advanced Auditing in an End-user Computing Environment**
- **Introduction to ACL**
- **Re-Engineering the Internal Audit Function**
- **Facilitating Control Risk Self-Assessment**
- **Internal Control**

## RESEARCH and PUBLICATIONS

- *QFinance: The Ultimate Resource*- Published by Bloomsbury Publishing, London 2009
- *Auditor's Guide to IS Auditing* - Published in USA by Wiley Publishers 2007
- *Internal Auditing - An Integrated Approach* - Published in South Africa by JUTA - January 2005 (now a recommended textbook for the CIA professional examination and in use at several universities worldwide) Second Edition 2007
- Various editorials published in Internal Audit Review and Audit Update
- Various editorials and lead articles published in Business Matters.
- *"Effective Audit Committees and Corporate Governance"* published in Business Matters, August 2000
- *"Control Risk Self-Assessment"* published in Business Matters, January 2000
- *"Recognising Corporate Fraud"* published in Business Matters, May 1999
- *"Building Effective Teams"* published in Business Matters, February 1999
- *"Corporate Ethics"* published in Business Matters, November 1998
- *"Computer Fraud Prevention "* published in Business Matters, June 1998
- *"Computer Fraud and the South African Environment"* published in Business Matters, April 1998
- *"The Comparative Effectiveness of the Marketing of Internal Audit Services as an Internal Service"* MBA Thesis, Wits, February 1998
- *"Implementing Systems of Internal Control"* published in Business Matters, January 1998
- *"Effective Performance Management"* published in Business Matters, August 1997
- *"Securing Business on the Internet"* published in Business Matters, January 1997
- *"Re-engineering the Internal Audit Function"* published in Business Matters, November 1996
- *"The Impact of Technology on Corporate Risk"* published in Business Matters, September 1996
- *"Control Aspects of Restructuring"* published in Business Matters, August 1996
- *"Combating the Viruses"* Internal Audit Review December 1990
- *"The Institute of Internal Auditors South Africa - in the beginning"* IIA 25<sup>th</sup> anniversary publication
- *"Viruses - Computer AIDS"* published in Audit Update February 1989.
- *"Auditing Security of Information Systems Environments"* published in Audit Update February 1988. (Runner up in NACCA award for Computer Audit publications)
- *"How Safe is your Microcomputer"* published in Audit Update October 1987.
- *"A PC is most Vulnerable to Data Theft"* published in Audit Update November 1986
- *" Watchdog - A Review"* published in PC magazine in 1985.
  - (Reprinted in Audit Update February 1987)
  - (Reprinted in the New Zealand journal of the IIA in 1987)
- *"And He Created Computers"* published in Audit Update November 1984
- *Database Management Systems and the Internal Auditor"* published in Audit Update September 1984
- *"Micro Fraud"* published in PC Magazine in 1984.

## **SOUTH AFRICAN IT CONSULTANCY UNDERTAKEN**

- IT Systems Y2K evaluation for *Gestetner*
- IT Systems Conversion Assistance for *First Central Insurance*
- IT Systems evaluation and ratification for *A VENTURA Resorts*
- IT Risk Analysis for *Sage Life*
- IT Systems Risk Evaluation for *MTN*
- IT Consultancy to *Mine Pensions Fund* (1994 to present)
- IT Security Consultancy for:
  - *Old Mutual*
  - *Mine Pensions Fund*
  - *Rand Refineries*
  - *First Bowring*
  - *Altron*
  - *Bank of Lisbon*
  - *Boland Bank*
  - *Durban Municipality*
  - *Auditor General*
  - *Compensation Fund*

In addition consultancy of a confidential nature was undertaken for other clients.

## **Assisting in the introduction of Control Risk Self-Assessment**

- SA Reserve Bank – International Division
- Bank of Botswana
- Mauritius Commercial Bank

## **Banking Activities involving Basel II, Risk, Internal Control and Compliance With Internal Audit: Consulting on Basel Compliance and Basel Auditing to the auditors of:**

- ABSA Banking Group (South Africa)
- Bidvest Bank (South Africa)
- Mercantile Banking Group (South Africa)
- Standard Bank (South Africa)
- Standard Chartered Bank (South Africa)
- HSBC (South Africa)
- Citibank (South Africa)
- Capitec Bank (South Africa)
- Investec Bank (South Africa)
- Bank of Namibia (Namibia)
- KPMG (South Africa)

## **Assisting in implementation of Basel II Operational Risk controls**

- Mauritius Commercial Bank (Mauritius)

## **Consulting and training to Central Banks on risk control and general regulatory compliance**

- South African Reserve Bank
- Central Banks of:
  - o Botswana
  - o Zimbabwe
  - o Mozambique
  - o Tanzania
  - o Zambia
  - o Namibia
  - o Angola
  - o Malawi
  - o Ghana
  - o Kenya
  - o Uganda

## **Other Enterprise Risk and Compliance Training to members of Banking Associations**

- Institute of Bankers in South Africa
- Bahrain Institute of Banking and Finance
- Kenya (via the Kenya College of Accountancy)
- Macroeconomic and Financial Management Institute of Eastern and Southern Africa on Managing Treasury Risks for the Central Banks of: Angola, Botswana, Kenya, Lesotho, Malawi, Mozambique, Namibia, Rwanda, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe