



Adv Jacqueline Fick

Experience

April 2019–present

CEO • VizStrat Solutions Pty Ltd

November 2019 – 31 March 2019

Member of the National Forum of Advocates Bar (NFA)

1 March 2013 – 30 March 2019

Executive Head: Forensic Services, Cell C. Chairperson of GSMA Africa Fraud Forum

February 2014 to February 2017

Independent Member of the Enterprise Risk Committee, Department of Science and Innovation

2014 – 2017

Chairperson of the GSMA Africa Fraud Forum

May 2010 – February 2013

Senior Manager: Forensics • PwC

2011– 2012

Member of the East-West Institute (EWI) Cybercrime Legal Working Group

February 2009 – April 2010

Senior Manager: Risk and Quality Management • PwC

May 2007–January 2009

Advisor to Head of the DSO • Directorate of Special Operations

May 2005–April 2007

Deputy Director of Public Prosecutions• Directorate of Special Operations (Scorpions, KZN)

April 2001–April 2005

Senior State Advocate • DPP Office: Johannesburg/NPA

September 1999 – March 2001

Junior State Advocate • DPP Office: Pretoria/NPA

July 1996 – August 1999

State Prosecutor (district, regional court and control prosecutor)

March 1996 – July 1996

Article Clerk • Oosthuizen and Roeland Attorneys, Fochville



Personal Details

Residential Address and Work Address:	
Title:	Advocate
Gender:	Female
Age:	
Identity Number:	
Marital Status:	Not Married
Nationality:	South African
Languages:	Fluent in Afrikaans and English
Health:	Good
Driver's Licence:	Code

Biography

Adv Jacqueline Fick (Jacky) is the CEO of VizStrat Solutions, a company specialising in various advisory and training services relating to cyber, risk, law and investigations.

Jacky has held several senior positions in government and the private sector and has experience in a range of different industries and fields. Although she studied law, her passion for cyber security and related issues remains key.

She also worked closely with various sectors and organisations both locally and internationally in the prevention, investigation and prosecution of cases, including cyber-related offences. Jacky also presents training on cyber legislation, cybersecurity and investigations both locally and internationally.

Jacky has also played an active role in contributing to the drafting/amendments of the South African Cybercrimes Act. She also assisted the South African Police Services with the drafting of their Legal Manual on Cybercrime, translation of their cybercrime strategy into operational plans, international protocols on cybercrime, cybercrime training courses, as well as with the drafting of the Standard Operating Procedures in terms of the Cybercrimes Act. She is currently contracted by the FCDO (UK) to assist with various training and other initiatives for the SAPS and DPCI. Jacky is also currently drafting the Cybersecurity Bill for South Africa.

Employment and Experience

Jacky holds the following qualifications: B Juris, LLB and MBA, CFE, FP (SA) and Advanced Certificate: Fraud Examination. She has also completed her CISSP course. She was admitted as an advocate of the High Court of South Africa in 1997. She is also a member of the Institute of Directors (IoDSA), the Association of Certified Fraud Examiners (ACFE and ACFESA), the Institute of Commercial Forensic Practitioners (ICFP) and the International Association of Financial Crimes Investigators (IAFCI).

During her career she has been employed at the following institutions:

- Oosthuizen and Roeland Attorneys (articles)
- National Prosecuting Authority – district and regional courts and as junior and senior advocate in the Office of the Director of Public Prosecutions
- Directorate of Special Operations (Scorpions) as Deputy Director of Public

Prosecutions in KZN, and later as Advisor to the Head of the Scorpions

- Senior manager at PwC in the Internal Risk Management Division and later in the Forensics Department
- Secondment to the Special Investigating Unit (SIU), where Adv Fick was one of the founding members of the Anti-Corruption Task Team (ACTT) and where she dealt with several complex forensic investigations. Examples were investigations into the conduct of a CEO and a municipal manager of a large city
- Cell C as Executive Head of Forensic Services and where she also oversaw the Information Security function as and when needed
- Member of the Enterprise Risk Management Committee (ERMC) of the Department of Science and Innovation (DSI, previously DST)
- Member of the National Forum of Advocates Bar Association
- Jacky is currently the CEO of VizStrat Solutions Pty Ltd
- She has also done several training initiatives for the UNODC on cybersecurity, the law and cyber-investigations. This also includes an in-depth study of the South African legislative framework relating to cybercrime, and the implementation of the Cybercrimes Act, No 19 of 2020
- She has also conducted training on cybersecurity, cyber investigations and the law to various institutions in South Africa and abroad. This also included presenting training to law enforcement officials in Southern Africa, as well as eight institutions in Malawi
- The EU contracted Jacky to assist the SAPS in translating their cyber strategy into operational plans, drafting of the Legal Manual on the Cybercrimes Act, international protocols relating to the Cybercrimes Act, cybercrime awareness campaigns, drafting of the Standard Operating Procedures (SOPs) in terms of section 26 of the Cybercrimes Act.
- Jacky is currently contracted by the British High Commission to perform various tasks for the SAPS. These include finalising the SOPs with SAPS, preparing training material and presentation thereof to SAPS members (cybercrime), training of recruits on cybercrime, development of training manuals on cybercrime, review and updating of the SAPS National Instruction on search and seizure (to provide for provisions in the Cybercrimes Act).

Her experience includes:

- Conducting complex forensic investigations, which includes interviewing of witnesses, drafting of affidavits and conversion of intelligence to evidence where applicable. This includes interviewing C-suite executives and dealing with sensitive investigations, as

well as conducting investigations where she was specifically mandated by the Board of Directors to conduct investigations

- Legal drafting and case preparation, including conducting complex prosecutions in a court of law. This also includes bail applications, bail appeals, criminal appeals, investigations for disciplinary actions, whistle-blower's reports and legal advisory services
- Fraud risk and cyber security risk assessments
- Business advisory services and corporate governance and advising and reporting to business, the board and audit and risk committee on fraud risks specific to the organisational environment and industry
- Law enforcement support and liaising with a vast network of contact persons of both local and international agencies
- Cyber forensic technology services, cyber investigations and prosecutions
- Governance aspects of information and cyber security (including access management projects)
- Biometric solutions as part of an information/cyber security risk strategy
- Internal risk management, including client and engagement acceptance
- Change and performance management
- Business and financial/budget management experience.
- Staff management
- Strategic planning
- Stakeholder management
- Presentation of training, both in a classroom environment and online training. Recent clients include delivering workshops for the UNODC, ICFP, ACFE, UK, banks and government institutions
- Assisting the South African Police Service (SAPS) to translate their cybercrime strategy into operational plans on behalf of the EU Dialogue Facility
- Development of e-learning solutions where she compiles the storyline and works with the design and development teams to launch the product on the applicable learning platform
- Public speaking and thought leadership

Awards and Achievements

Jacky is a regular presenter at both local and international conferences and has done several radio and television interviews on topics relating to crime and more particularly, cyberlaw,

cybercrime and cybersecurity. She has also published a number of articles/papers on a wide range of topics.

In 2014 she was appointed as Chairperson of the GSMA Africa Fraud Forum and served on the Enterprise Risk Committee of the Board of the DSI and has received an award for Champion in Business for her contribution to the development of women.

In 2018 Jacky received a nomination for the Risk Reward Awards Hall of Fame Lifetime Achievement Award for Africa for her commitment, contribution and efforts to raise the awareness of risk and how to manage it. She was awarded the 2020 Gallery of Gratitude Lifetime Achievement Award from the Risk Rewards Hall of Fame, recognising her as one of the most driven, motivated, inspirational, and respected professionals that has consistently demonstrated professionalism and passion in cyber and information security and pro-active fraud prevention applying the law in successful investigations and prosecutions.

On 2022 she received the ACFE Advocacy of the Year Award for the work done on *inter alia* training relating to cybersecurity, law and investigations and work done on documents for SAPS and training on the Cybercrimes Act for law enforcement.

Detailed Curriculum Vitae

Education and Training

Summary of Qualifications and Designations	<p>B Iuris (University of North-West) LLB (University of North-West) MBA (University of North-West) Advanced Certificate: Fraud Examination CFE (ACFE) (FP)SA (ICFP) Admitted Advocate (roll of non-practicing advocates) Completed CISSP course</p>
Primary School:	<p>Numbi Primary School, Hazyview (1979 – 1985).</p> <p>Special Recognition: Member of Student Council, excellent academic record, several academic awards and Lowveld Colours for swimming.</p>
High School:	<p>Sybrand van Niekerk High School, Sabie (1986 – 1990).</p> <p>Special Recognition: Six (6) distinctions out of eight (8) subjects in Matriculation Examination, academic colours from std. 6 – std. 10, best academic student from 1986 – 1990, member of Student Council in 1990, leadership courses.</p>
Tertiary Education:	<p>B IURIS (1991 – 1993), Potchefstroom University for Christian Higher Education/North-West University) LL B (1994 – 1995), Potchefstroom University for Christian Higher Education/North-West University)</p> <p>Special Recognition: Distinctions in various subjects, research assistant 1992 – 1994. Final year thesis quoted later during work career: The legal status of African women: a comparative study between South Africa and Zimbabwe.</p>
Further Studies:	<p>MBA (2000 – 2002), Potchefstroom University for Christian Higher Education/ North-West University)</p> <p>Special Recognition: MBA thesis: Implementing Employment Equity in the National Prosecuting Service (with specific reference to change management and polarity management). Thesis used by National Office of NPA. Obtained Certificates in Applied Management (ACAM I and II), high marks in subjects, award for Best Management Economic Student. Gained experience in writing business plans, strategic plans, business process re-engineering and analysing organisational effectiveness and efficiency, creating databases, report writing, change and polarity management, etc.</p>
Further Studies and Designations:	<ul style="list-style-type: none"> • Certified Fraud Examiner, Association of Certified Fraud Examiners (ACFE) <p>Subjects Completed:</p>

	<ol style="list-style-type: none"> 1. Financial Transactions and Fraud Schemes 2. International Law 3. Investigation 4. Fraud Prevention and Deterrence <ul style="list-style-type: none"> • Advanced Certificate: Fraud Examination issued by Fasset • (FP)SA designation issued by the Institute of Commercial Forensic Practitioners (ICFP) • Admitted to National Forum of Advocates Bar Association – pupillage waived due to recognition of area of speciality in cyber law (resigned from Bar in 3/2021)
Other Courses:	<ul style="list-style-type: none"> • Project management: Managing by Project: Techniques and Processes (X-PERT Academy) • Professional law courses, including money laundering, racketeering, prosecutor's training, etc. during employment in NPA and DSO • CISSP course (writing exam and obtaining certification outstanding)

Skills

- Excellent verbal and writing skills, including public speaking skills. Presented papers on diverse topics including cyber law and information governance at local and international conferences, as well as various radio and television interviews on issues relating to cybercrime and mobile security (list of presentations, published articles, radio and television interviews available on request)
- Known as a leader with the ability to motivate a team
- Strategic thinker with the ability to execute operational plans and be hands-on
- Sound people management skills, negotiation and intermediary skills, with a proven record of good administrative and organisational skills
- Proven record and skills in stakeholder management – both locally and internationally
- Excellent record of service delivery and innovation
- Proven analytical skills
- Development of policies, procedures and processes and legislative drafting
- Innovative and energetic
- Excellent academic record
- Record of innovative and technical solutions to problems. Known for ability to produce practical and simple implementations and the ability to work within time frames and meet deadlines, even if under great pressure
- Fully computer literate with ability to use a wide array of computer applications and programs

Detailed Description of Experience

04/2019 – present	Chief Executive Officer	VizStrat Solutions Pty Ltd
<p>VizStrat Solutions Pty Ltd with registration number 2019/181156/07 is a private company with offices in Pretoria, Gauteng and headed by Adv Jacqueline Fick, the Chief Executive Officer (CEO). It provides clients with the following service offerings, which where applicable is delivered by adv Fick in person:</p> <ul style="list-style-type: none"> • Conducting forensic investigations, where the focus is on providing a strategy and investigation plan to ensure successful and coordinated outcomes, as well as time and cost-efficient results. • Implementing specific governance frameworks, strategies, action plans and related policies that provide the necessary guidance to particularly address fraud and cyber-related risks within a business. • Achieving cyber forensic readiness. • Innovative training solutions within the fraud and cyber awareness, information security, incident response and cyber investigation spaces. This includes presenting training in classroom format, as well as online webinars. • VizStrat has also developed innovative e-learning solutions for local and international clients. This includes development of the storyline and working with the development and design teams to launch the e-learning on the relevant platform (adopting an agile approach). Clients for the provision of e-learning solutions (storyboarding and working with development teams) include UK/USA company. • VizStrat was contracted by the European Union to provide the South African Police Services (SAPS) with assistance to translate their cybercrime strategy into operational plans, draft their Legal Manual on Cybercrime, review of international protocols for mutual assistance, cyber awareness campaigns (internal and external), drafting of Standard Operating Procedures (SOPs) in terms of section 26 of the Cybercrimes Act (CCA) • Currently contracted by the British High Commission (FCDO): <ul style="list-style-type: none"> ○ Finalised the Standard Operating Procedures in terms of the Cybercrimes Act ○ Delivery of various training initiatives on cybercrime for SAPS ○ Curriculum development for cybercrime ○ Drafting of training programs/manuals on cybercrime, including training material/presentations ○ Review of the current National Instructions dealing with search and seizure to provide for provisions in the CCA, drafting of new provisions in terms of the CCA ○ Training of SAPS recruits and other members on cybercrime ○ Advisory services relating to various aspects of the CCA • Regular speaking engagements both locally and overseas (list can be supplied on request) such as at the recent Council of Europe Octopus Conference held in Bucharest in December 2023. • Currently drafting the Cybersecurity Bill for the State Security Agency <p>Jacky is currently on the roll of non-practicing advocates.</p>		
11/2019 – 31/3/2021	Member of the National Forum of Advocates (NFA) Bar Association	NFA
<p>In November 2019 Jacky was accepted as a member of the National Forum of Advocates (NFA). She practised law from Pretoria. Her areas of expertise include digital/electronic evidence, technology, information security and cyber law. She also has experience with criminal law and investigations and PFMA. Jacky has also presented training to pupils on digital evidence.</p>		

Special Recognition: Based on her experience and contribution to specifically aspects of cyber, the NFA waived her pupillage.

03/2013 – 3/2019

Executive Head: Forensic Services

Cell C Pty Ltd

NORMAL DUTIES: Jacky was appointed as Executive: Forensic Services for Cell C Pty Ltd on 1 March 2013. She was promoted to Executive Head in April 2015 until March 2019. Her duties included the overall management of the Forensic Services Unit, conducting pro-active forensic investigative work, law enforcement liaison, stakeholder management, working with internal audit, telco risk assessments, as well as the management of internal and external investigations. She was also required to conduct special investigations and projects on request of the CEO and the Board, to advise business on fraud prevention measures and conduct fraud risk assessments. She also oversaw Information Security activities in the absence of a permanent appointee in the position. As part of her duties under Information Security she chaired the Access Management Governance Committee, was a member of the Board IT sub-committee, spearheaded the CDOC project, advised and provided training on cyber related matters, was part of the team that assessed a new BSS stack solution (responsible for cyber security and fraud risk aspects) and refined an Information Security Governance Framework for the company.

Jacky also presented a joint submission for all telcos on the (then) Cybercrimes and Cyber Security Bill to Parliament in September 2017 and provided advice to the industry forum on related matters. Jacky was also one of the founding members that revived the industry body for telcos in South Africa and regularly interacted with industry bodies both locally and internationally (currently known as COMRIC).

BENEFITS TO ORGANISATION: Wide network of contacts that assisted in her duties, wealth of experience in investigations and fraud preventative measures, effective communication skills across all levels of organisation, ability to motivate staff and provide leadership to team.

- Regular speaker at local and international events, as well as television appearances.
- Chairperson of the GSMA Africa Fraud Forum.

2014-2017

Member of Enterprise Risk Committee

Department of Science and Technology

Jacky served on the Enterprise Risk Management board-subcommittee for the Department of Science and Technology. She played an active role in contributing to the meetings, specifically relating to law, investigations and cyber risks.

05/2010 – 02/2013

Senior Manager: Forensics

PWC

NORMAL DUTIES: Jacky was responsible for investigations and providing advice to clients and colleagues with regards to a wide variety of forensic investigations/preventative measures. Area of specialisation: investigation, prosecution and prevention of commercial crimes, cyber assurance, cyber law, investigation and prosecution of cybercrime, cyber forensic readiness and information governance. She was on full-time secondment to the Special Investigating Unit, but later dealt with investigations into alleged irregularities in public sector institutions and government departments. Jacky also has a sound knowledge on corporate governance issues, King III and its interaction with the new Companies Act. She regularly interacted with/addresses the Boards and EXCOs of clients that she dealt with.

BENEFITS TO ORGANISATION: Wealth of experience relating to the investigation and prosecution of complex commercial matters, conducting interviews with witnesses, giving evidence in court and witness preparation, providing guidance on the investigation, prosecution and prevention of cybercrime. Regularly invited to do presentations/lectures on issues pertaining to cybercrime, cyber awareness, information assurance and governance and cyber forensic readiness.

Member of the East-West Institute (EWI) Cybercrime Legal Working Group (2011-2012) during which time she worked on amendments and recommendations to *inter alia* the Budapest Convention.

02/2009 – 04/2010

Senior Manager:
Risk And Quality Management

PWC

NORMAL DUTIES: Jacky was responsible for risk and compliance management pertaining to client and engagement acceptance, joint business relations, etc. She advised on issues pertaining to forensic investigations with a specific focus on cybercrime. One of her projects was to draft a strategy and annual risk management action plan for Advisory Risk Management. She designed and implemented electronic processes relating to normal workflow in Advisory Risk Management.

BENEFITS TO ORGANISATION: Assisted in providing strategic direction to Risk Management Department. Increase in workflow efficiency and effectiveness by the design and implementation of electronic processes. Analysing and advising on risk management pertaining to work the organisation has to perform, thereby minimising organisational risk. Presented research papers at both local and international conferences on issues relating to cyber law. Papers published on internet and quoted in local publications as well. She was also consulted on a regular basis by government institutions on matters relating to cybercrime. Presentation to the Council of Europe (Octopus Conference) on "Cybercrime in South Africa: Investigating and Prosecuting Cybercrime and the benefits of Public Private Partnerships".

05/2007 – 01/2009

Legal/Strategic Advisor
(Level Of Deputy Director Of Public
Prosecutions)

Office of the Head of the
Directorate of Special
Operations (Scorpions)

NORMAL DUTIES: Jacky was responsible for all legal and strategic matters within the Office of the Head of the DSO:

- Legal opinions and advice
- Quality control of legal documents
- Speech writing and delivering of speeches
- Interaction with stakeholders
- Presentations for Parliament and other stakeholders
- Compilation and administration of the DSO strategy and annual business plan
- Monitoring progress against targets
- Drafting of annual and quarterly progress reports
- Monitoring risks in DSO
- Alignment of national and regional/divisional business plans, ensuring alignment of individual performance contracts of members to national business plan
- Facilitation of regional/divisional workshops on strategic planning, various levels of planning, drafting of business plans and performance contracts
- She was jointly responsible for DSO Transformation program: macro scope of work, organisational transformation and alignment, process design, change management process and communication plan, advising head of organisation on transformational issues, legal implication,

listing of DSO, as well as drafting the strategy for DSO

- Part of DSO national management meetings. Overall responsibility for monitoring and advising on strategies to improve enterprise and individual performance management

She was also responsible for representing the DSO on a national inter-governmental department task team, engaging with various Ministers and DG's. Received merit awards for performance for 2006/07 and 2007/08 financial years.

BENEFITS TO ORGANISATION: Refining of DSO Annual plan, alignment across the organisation, significant increase in levels of corporate governance and enterprise performance and risk management, increased levels of staff morale, combining legal expertise and business acumen. Representing the interests of the DSO/NPA on national levels. Thought leader for the Transformation Program in the DSO. Ability to work under pressure and deliver excellent results within short deadlines. Continuous advisory function relating to cyber initiatives and legislation.

05/2005 – 4/2007 Deputy Director Of Public Prosecutions DSO: Kwazulu-Natal

NORMAL DUTIES: General management of portfolio assigned to her, responsible for strategic management and training, review, management and giving advice on all projects in the office. Jacky was responsible for groups dealing with commercial crime, advice on labour related issues, responsible for marketing campaign and stakeholder management for DSO in KwaZulu Natal. Responsible for national project/prosecution dealing with cybercrime committed across all government departments in South Africa. Responsible for special projects allocated by National Office. Finalised job evaluation process for DSO KwaZulu Natal.

Acted as Regional Head from March 2006 – April 2006, as well as for shorter periods on an *ad hoc* basis. Additional duties included advising the National Head of the DSO on projects, documenting the Troika Methodology of the DSO, assist in the listing projects and growth motivations for the DSO. Also National Project Coordinator for a cyber law project. Required to attend all National Management Meetings.

BENEFITS TO ORGANISATION: Increased organisational reputation for dealing with cybercrime. Establishment of valuable stakeholder relationships and partnerships in government, as well as in the private sector. Increased office morale, new systems and processes for office. Documentation of history of DSO and methodology.

04/2001-4/2005 Senior State Advocate DPP: Johannesburg

NORMAL DUTIES: High court prosecutions, appeals, reviews, advice to juniors, presenting seminars, giving lectures, creating a motivating climate in the office and dealing with traditional and commercial crime prosecutions. Consulted on Budapest Convention with Council of Europe (together with Department of Justice).

SPECIAL RECOGNITION: Excellent conviction rate, excelled under pressure, trusted by co-workers to handle sensitive and personal issues. Received commendation from Society for State Advocates and merit award for 2004/05.

09/1999-03/2001 Junior State Advocate DPP: Pretoria

NORMAL DUTIES: Complex fraud cases, high court trials, appeals and reviews, motions, fraud cases, reading and giving decisions in all criminal dockets, writing of legal opinions, roll planning and placement. Served on Computer Committee (training of personnel and maintenance).

SPECIAL RECOGNITION: Compliments on review opinions, successful prosecution of a R3.5 million fraud trial for PU for CHE, working under pressure. Received various commendations for her legal and people skills.

07/1996-08/1999

Prosecutor (District/Regional/Control)

Various Offices

NORMAL DUTIES: Maintenance cases, court proceedings (district and regional court), Gambling Act. Also acted as control prosecutor. Serious criminal trials: murder, robbery child rape and fraud. Known as specialist in child rape cases, leading child witnesses. Managing and control, performance assessment and training of prosecutors. Roll planning, handling complaints from public, re-designing of systems for more efficient workflow, liaison with SAPS and community, developing programs for NICRO.

SPECIAL RECOGNITION: Good court management and roll planning, high conviction rate, completed high profile and difficult cases with convictions. Excelled under pressure. Compliments on re-design of various systems, computerised system to deal with district court roll, training of prosecutors and support staff. Received a merit award for 1998.

03/1996-07/1996

Article Clerk

Oosthuizen and Roeland
Attorneys, Fochville

Experience in criminal and civil law, law of contract, family law, third party claims, administrations, issues relating to the Gambling Act.

Professional Memberships

Jacky is a member of the following Institutions:

- Member of the Institute of Directors of South Africa (IoDSA) (Current)
- The Association of Certified Fraud Examiners, International and South African Chapter and holds the designation of CFE (Current)
- Admitted as an Advocate of the High Court of South Africa and registered as non-practicing Advocate (Current)
- Member of the Institute of Forensic Practitioners (ICFP) and holds the designation (FP)SA (Current)
- Member of the International Association of Financial Crimes Investigators (IAFCI)(Current)

References

Reference are available on request.