

CURRICULUM VITAE



NICOLE HAYWARD

SENIOR MANAGER

Telephone +27 12 664 5568
Mobile +27 82 933 5665
Email nhayward@nexfor.co.za

QUALIFICATIONS

YEAR	NAME OF QUALIFICATION	NAME OF INSTITUTE
2015	BCom Forensic Accounting	Northwest University
2016	BCom Hons Forensic Accounting	Northwest University
2021	Certified Fraud Examiner	Association of Certified Fraud Examiners (ACFE)

PROFESSIONAL MEMBERSHIPS / AFFILIATIONS

- ✕ Certified Fraud Examiner (ACFE) – 990873
- ✕ Associate member of the Institute of Commercial Forensic Practitioners (ICFP) – 1349
- ✕ Member of the ICFP Youth Committee
- ✕ Member of the ICFP Western Cape Regional Committee
- ✕ Golden Key International Honour Society

YEARS OF PROFESSIONAL EXPERIENCE

- ✕ 8 years

LANGUAGE PROFICIENCY

- ✕ English
- ✕ Afrikaans

EMPLOYMENT HISTORY

After completing her studies, Nicole started her career at Nexus as a Consultant in 2017.

Within a year, she was promoted to Senior Associate during January 2018.

In recognition of her dedication and quality work, Nicole was further promoted to Senior Manager during September 2021, skipping the level of Manager.



NEXUS

Please note that this CV contains personal information of the candidate, and general reference to involvement in investigations. Specific detail about involvement in assignments and roles played in specific investigations/projects will be provided in a separate 'record of experience' document, which will detail the candidate's industry- and investigation-related experience.

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NATURE OF FORENSIC EXPERIENCE

The general nature of the forensic assignments Nicole has been involved with, relates to the following type of offences/transgressions:

- ✘ Investigations into government grant funding and identifying fraudulent beneficiaries, as well as corrupt employees.
- ✘ Investigation into procurement irregularities at a Public Entity with exposure in PFMA application and legislation.
- ✘ Investigation into procurement irregularities at a Public Entity with exposure in MFMA application and legislation.
- ✘ Fraud risk assessments and governance structures reviews.
- ✘ Investigation into overcharging and verification of services rendered (data analytics).
- ✘ Irregular, fruitless and wasteful expenditure in terms of the PFMA.
- ✘ Investigations into allegations of nepotism.
- ✘ Investigations into allegations of Human Resource-related irregularities, including irregular appointments/promotions of employees, victimisation, etc.
- ✘ Conducting lifestyle audits.
- ✘ Investigation into allegations of misappropriation of public sector funds.
- ✘ Investigations into investment transactions by state owned entities, and non-compliance with investment policies.
- ✘ Investigating employees' employer-issued credit card expenditure and compliance thereof with internal process and policies.
- ✘ Verification of claims of government relief funding to beneficiaries.
- ✘ Investigation of maladministration by municipal officials.
- ✘ Investigation of fraudulent vendor claims submitted to a public sector insurance company.
- ✘ Investigations into irregularities pertaining to land allocated to beneficiaries by the State.
- ✘ Testifying in disciplinary hearings.
- ✘ High-volume data analysis.
- ✘ Knowledge and application of various legislative prescripts, including PFMA, MFMA, National Treasury regulations, etc.

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Nicole has also been part of various public sector probity reviews of high-value tenders. This included:

- ✕ Verification of bidders' compliance with mandatory and administrative requirements.
- ✕ Verification of the BEC's list of disqualified bidders.
- ✕ Verification and recalculation of the BEC's scoring of bidders (functionality, pricing and B-BBEE).
- ✕ Calculation of recommended bidders' functionality, price and B-BBEE scores and comparison to the BEC's results.



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