# High level academic programmes and courses delivered by the International Anti-Corruption Academy (IACA) on Combating Corruption and Building Integrity

## Second course – Internal Investigations and Open Source Investigations (OSINT)

Have you had to conduct an internal investigation into misconducts / offences and faced difficulties? Would you like to strengthen your capacities in navigating the legal, ethical, cultural and technological challenges of conducting investigations?

This course offers a deep dive into the complexities of conducting corruption investigations within government agencies and independent oversight institutions such as Ombuds offices, Internal Audit / Control functions, Law Enforcement agencies, and Anti-corruption and Anti-discrimination Commissions. Participants will navigate the legal, ethical, cultural, and technological challenges of managing investigations across multiple jurisdictions and cultures. The first part of the course will focus on the drivers, the different phases and execution of investigations, understanding who carries them out and when. The curriculum covers essential legal and regulatory frameworks, including labour & employment, data privacy, and data protection laws. The second part of the course will focus on how to develop formal open-source information (OSINT) policies, processes and procedures for government agencies conducting investigations; and then learn how to locate, appropriately handle, and use open-source information to help inform their investigations.

## Main Learning Outcomes

- Participants are able to conduct all internal investigation processes (planning, preparation, reporting and documentation)
- Participants are able to collect and maintain evidence as well as analyse and evaluate data and evidence collected.
- Participants are familiar with legal and procedural considerations in relation to internal investigations.
- Participants understand the OSINT framework, methodologies, policies and how to avoid biases/ensuring fairness when applying it.
- Participants are able to search using OSINT techniques and tools.
- Participants are familiar with emerging trends, such as how to leverage data analytics and artificial intelligence.

## Dates and logistics

The course will be delivered online in February-March 2025 with five live online sessions over four weeks. Each session will be 90 minutes and will be delivered on Tuesdays / Wednesdays (**12, 19, 25, 26 February and 5 March**). The lecture time will be 19:00 – 20:45.

The fifth week is dedicated to the system-based quiz (with flexibility – you can take it on any day or time – but once you start the quiz, you have to finish within the specified time) to secure a minimum score. The participants will be allowed three attempts to secure the minimum grade which makes them eligible for the course certificate.

## Who should attend?

Maximum 25 civil servants from public sector institutions with the following profiles:

- Personnel dealing with establishing facts in possible administrative and/or criminal violations in public institutions
- Internal and external auditors in the public sector
- Investigators in law enforcement agencies

English proficiency is required in order to attend the course.

Expression of interest should be sent to sashenka.gramatova-ljuben@rolaw.mk by 22nd of November 2024.

## About the Professor

**Mikhail Reider-Gordon** is Managing Director of Institutional Ethics & Integrity & Chief Privacy Officer at Affiliated Monitors. She is appointed independent integrity monitor for both public institutions and private companies that are subject to court-ordered and regulatory settlement agreements. Ms. Gordon's practice areas of expertise include anti-corruption, anti-money laundering, technology and privacy compliance, accountability in artificial intelligence/automated decision-making tools as well as in public sector and international law.

Since 2015, Ms. Gordon is engaged as a lecturer in IACA's Master Programmes on topics related Anti-Corruption, Compliance & Investigations. She also conducts tailored trainings for organizations, including civil servant in prosecutorial, investigative, and audit functions. Ms. Gordon is regularly asked to provide expertise and commentary, and her articles have been published in prominent law journals, including the Hofstra Journal of International Business and Law, Westlaw Journal of White Collar Crime, Southwestern Journal of Law, Litigation Journal, and The International Lawyer. Ms. Gordon has trained trainers and taught courses on white collar crime for the FBI Academy, the U.S. Department of Homeland Security, the U.S. Secret Service, and law enforcement agencies around the world. She is a Certified Ethics & Compliance Professional (CCEP), Certified Anti-Money Laundering Specialist (CAMS) and Certified Financial Crimes Investigator (CFCI).

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