

**Tejash P. Shah**

Mobile #: +91 9819088511 / +91 9833153798 | Email: tejash007@gmail.com | Mumbai, India

**Global Role | Governance, Risk, Compliance & Ethics | CA, CIA, CISA, CFE**

**EXECUTIVE SUMMARY**

Competent professional with wide range of skills and more than eighteen years of experience in working with listed companies & multinational corporations along with on-site overseas experience in Australia, Bulgaria, China, Egypt, France, Germany, Italy, Kenya, Kuwait, Malaysia, Malta, Romania, Thailand, Turkey, UAE, UK & USA. Expertise includes:

<u>Management</u>	<u>Governance, Risk, Compliance</u>	<u>Ethics &amp; Compliance</u>
Benchmarking	Continuous Auditing	Anti-Bribery / Anti-Corruption
Data Analytics	ERP / Application / ITGC Review	Code of Conduct
Mergers & Acquisitions	Internal Audit & Investigations	Conflict of Interest
Off-Shore Support	Internal Financial Controls (IFC) / SOX	FCPA / UK Bribery Act
Start-up Experience	Policies & Procedures	Third Party Due Diligence
Training & Communications	Risk Management / Clause 49	Transfer of Values

**CURRENT ROLE – FROM SEPTEMBER 2019 ONWARDS**

VP – Compliance at Glenmark Pharmaceuticals Limited, Mumbai, <https://www.glenmarkpharma.com/>

Key Responsibilities:

- Implementation of New Compliance Department and Enhancement of Global Compliance Program
- Implementation of Compliance Program in India, Middle East, Africa & Asia Pacific Commercial Regions and in Global Operations, Global R&D & Global API Business Units

**PREVIOUS ROLE – FROM DECEMBER 2008 TO SEPTEMBER 2019**

Watson Pharma Private Limited, A TEVA Group Company, Mumbai, <http://www.tevapharm.com/>

<u>Title + Role</u>	<u>From</u>	<u>Geography</u>
Senior Manager – Internal Controls & SOX	DEC-08	India + Global SOX / Financial Controls Role for Bulgaria, France, Germany, Indonesia, Ireland, Italy, Malta, Middle East, Netherlands, Romania & UK
Deputy General Manager – Internal Controls & SOX and Ethics & Compliance	APR-11	
General Manager - Internal Controls & SOX and Ethics & Compliance	OCT-14	India + Ethics & Compliance Role for Africa, Greece, Middle East & Turkey
Director – Compliance	NOV-16	India + APAC
Senior Director - Compliance	APR-19	India + APAC

Watson Pharma Private Limited (WPPL) was a subsidiary of:

- Watson Pharmaceuticals Inc (WPI) – Till 23rd January 2013
- Actavis Inc (ACT) – From 24th January 2013 to 30th September 2013
- Actavis plc (ACT) – From 1st October 2013 to 14th June 2015
- Allergan plc (AGN) – From 15th June 2015 to 2nd August 2016
- TEVA Pharmaceutical Industries Ltd (TEVA) – From 3<sup>rd</sup> August 2016 onwards

Responsible for:

- Implementation & maintenance of global ethics & compliance program
- Implementation & maintenance of Sarbanes Oxley Act (SOX) and Internal Financial Controls (IFC) program in compliance with Sarbanes Oxley Act 2002 and Companies Act 2013 respectively
- Ensuring effective control environment to mitigate the business risks through understanding of the business & by:
  - Policies & Procedures
  - Annual Enterprise Risk Assessment (ERA)
  - Internal Audit (IA)
  - Continuous Monitoring
  - Monthly Management Reporting
- Managing various projects from time to time, to support senior management's objectives viz. Benchmarking, Data Analytics, Divestment / Data Room Administrator for Due Diligence, Investigations, Post M&A Integration and Process Improvement etc.

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- Implementation & maintenance corporate social responsibility (CSR) program in compliance with the Companies Act 2013's requirements and with the global ethics & compliance program's requirements

**KEY ACHIEVEMENTS**

- Successfully faced two reviews by Department of Justice's appointed Monitor under Deferred Prosecution Agreement
- Successfully implemented the new Internal Controls & SOX and Ethics & Compliance department in India and Ethics & Compliance department in Middle East
- Successfully implemented IFC / SOX program with no significant deficiencies / material weakness
- Successfully achieved improvement in Control Effectiveness Index (CEI) / Process Score and reduction in number of deficiencies over a period of time primarily through timely amendments of Policies & Procedures, periodic trainings and periodic monitoring through data analytics
- Managed effective coordination with global / regional a) Financial Controls Group, b) Internal Audit and c) Ethics and Compliance functions as a single point of contact
- Successfully managed elevation of country specific role to global role based on the first year of performance itself
- **Successfully contributed in Strategic Projects:**

2010	Controlled Substance API Quota - Process Improvement	Global Project	Team Member
2011	API Manufacturing Benchmarking	India Project	Team Leader
2012	Economic Development – 20 Years Competitive Strategy	India Project	Team Leader
2013	Alternate Renewable Energy Sources – Evaluation and Feasibility Studies	India Project	Team Member

**PREVIOUS EXPERIENCE**

<b>Company</b>	<b>Website</b>	<b>Title</b>	<b>Period</b>
Axis Risk Consulting Services Private Limited, A Genpact Company, Mumbai	<a href="http://www.genpact.com">www.genpact.com</a>	Sr. Consultant - Technology Risk Consulting	SEP-06 - NOV-08
Mittal Steel (IT Services) FZ – LLC, An Arcelor Mittal Group Company, Dubai	<a href="http://www.arcelormittal.com">www.arcelormittal.com</a>	Manager – IT Services	JUL-06 - AUG-06
Price Waterhouse, Chartered Accountants (Member Firm of PwC), Mumbai	<a href="http://www.pwc.in">www.pwc.in</a> <a href="http://www.pwc.com">www.pwc.com</a>	Associate - System & Process Assurance (SPA)	NOV-05 - JUN-06
C. C. Chokshi & Co., Chartered Accountants (Member Firm of Deloitte), Mumbai	<a href="http://www.deloitte.com">www.deloitte.com</a>	Assistant Manager - Enterprise Risk Services (ERS)	DEC-04 - AUG-05
Dinesh Poddar & Co., Chartered Accountants, Mumbai	<a href="http://www.cashahpoddar.com">www.cashahpoddar.com</a>	Audit In Charge	SEP-01 - DEC-04

**KEY ACHIEVEMENTS AT AXIS RISK CONSULTING (NOW GENPACT ENTERPRISE RISK CONSULTING SERVICES LLP)**

- Successfully managed various pilot projects, meeting the expectations of the new clients
- Successfully managed several offshore assignments for international clients resulting into huge cost savings for the clients
- Successfully served as Learning and Education Coordinator for Technology Risk Consulting Teams

**ACADEMIC / PROFESSIONAL MEMBERSHIPS, QUALIFICATIONS & CERTIFICATIONS**

Chartered Accountants Program in Management, Business & Accounting (CAMBA)	ISME	India	December 2017
Management Development Program (MDP) on Resolving Management Dilemma: Ethical and Moral Approaches	XLRI	India	September 2016
Post Graduate Program in Cyber Law (PGPCL)	ASCL	India	February 2011
Certified Fraud Examiner (CFE)	ACFE	USA	September 2009
Certified Internal Auditor (CIA)	IIA	USA	May 2006
Chartered Accountant (CA)	ICAI	India	May 2004
Certified Information System Auditor (CISA)	ISACA	USA	June 2003
Bachelor of Science (Computer Science)	Newport	USA	September 2001
Bachelor of Commerce (Financial Accounting & Auditing)	NM	India	April 2001

**PERSONAL DETAILS**

- Languages Known – English, Gujarati, Hindi & Marathi
- LinkedIn Profile - <https://www.linkedin.com/in/tejash007>