

TURKS AND CAICOS ISLANDS



JOB VACANCY - SENIOR INVESTIGATIVE OFFICER

The Turks and Caicos Islands Integrity Commission (the Commission) invites applications from suitably qualified individuals for the following position.

SENIOR INVESTIGATIVE OFFICER

Role and key responsibilities

- To have oversight of the day-to-day administration of the Commission's Investigations Unit, with the overarching objective of driving forward good governance, integrity, and anti-corruption messaging with the sensitivity required in the fragile political and financial environment of a small territory.
- To have oversight and conduct of investigations and inquiries into contraventions of the Code of Conduct, the provisions of the Constitution (relevant to the functions of the Commission), the Integrity Commission Ordinance, the Political Activities Ordinance, and any other law that assigns to the Commission the responsibility to investigate alleged offences.
- Under the direction of, and continual and timely reporting to, the Commission or a Committee established for the purpose, to liaise with the Director of Public Prosecutions, the Royal Turks and Caicos Islands Police Force, the Attorney General's Chambers, and other law enforcement and investigating bodies, on matters the Commission decides to refer for further investigation and/or prosecution.
- Using the powers under mutual legal assistance treaties and/or agreements for the purpose, to secure necessary assistance from international enforcement or investigative institutions to further investigations under the Integrity Commission Ordinance.
- To supervise a team of full-time investigators, which, from time to time, may be supplemented by part-time contracted investigators.
- To be responsible for the oversight and welfare of the team, appraising each team-member's performance on an annual basis with a half-yearly review.
- The successful candidate will have been able to demonstrate, his/her commitment to the professional development of staff under his/her command, the ability to set and enforce appropriate standards for the team, and manage poor performance via a strict improvement process.
- When requested, to assist the Commission's Public Education Team in their delivery of anti-corruption messages.

Qualifications and experience

- A bachelor's degree or equivalent, in Forensic Investigation, Forensic Auditing, Accounting, Law, Political Science, or Finance.
- A proven track record of recent senior leadership in investigating financial impropriety in a professional standards or anti-corruption setting.

Technical and related skills

- Comprehensive knowledge of investigative strategies, methodologies, and techniques, and ability to drill down into IT systems and computerised data.
- strong background in the oversight and conduct of both witness and suspect interviews, including handling vulnerable, intimidated persons, and managing protected persons and whistleblowers.
- strong written and verbal communication skills, for reporting regularly to the Commissioners, and talking confidently to a diverse range of persons who have cause to engage with the Integrity Commission.
- Outstanding ability in gathering, analysing, and synthesizing information from multiple sources, to make clear, timely, and well-reasoned decisions and recommendations.
- Knowledge of the legal and government system in the Turks and Caicos Islands.

Competencies and other desirable qualities include

- The highest standards of integrity and probity and genuine appreciation for his/her fiduciary responsibilities to the people of the Turks and Caicos Islands.
- The ability to work effectively in a team, as well as independently, and in a pressured environment.
- cross-cultural sensitivity in sharing knowledge, information, and decision-making.

Location

The Senior Investigative Officer position will be based in Providenciales

Remuneration

The starting salary for this role is **USD \$87,398.00**, with an accompanying **USD \$14,400** annual housing allowance contribution.

Specific requirement under the Integrity Commission Ordinance

The successful candidate will be required to file with the Governor a Declaration of Income, Assets & Liabilities for himself/herself, his/her spouse and dependent children, pursuant to section 39 of the Integrity Commission Ordinance. He/she is also required to swear or affirm an oath of secrecy before commencing work.

Term of Contract

If the successful candidate requires a work permit, the contract will be for a period of two years in the first instance, renewable upon mutual agreement, but subject to the Commission's ability to secure subsequent work permits for him or her.

Application procedure

Applicants are requested to submit their CV together with a cover letter setting out how they satisfy the criteria for this role, to be delivered to the Secretary, the Turks and Caicos Islands Integrity Commission, Franklyn Missick's Building, Church Folly, Grand Turk, the Turks and Caicos Islands, or by email, addressed to secretary@integritycommission.tc.

Applicants should include contact details for two referees who will be asked for written references should the applicant be successful.

Applicants who are Islanders are encouraged to send a copy of their application to the Commissioner for Labour.

Any International applicant, if selected for the position, will have to provide a current medical, along with details of childhood vaccinations as part of the process to obtain a certificate of good health in order to process the requisite Work Permit application.

THE DEADLINE FOR SUBMISSION OF APPLICATIONS IS 27th March 2026

Applicants should note that only those who are successful in progressing through a short-listing process for an interview for the role will be notified.

Applicants should also note that, due to the sensitivity of this role, the Commission will require a thorough vetting of the successful candidate by an independent, third-party vetting company.