

Contacts

LinkedIn

Skills

Organisation / team management
Internal and external audit
Internal control / PIFC
Financial management / PFM
Cross-cultural management

Languages

Latvian – mother tongue
English – fluent
Russian – fluent

Marita Salgrāve

Profile

Result oriented management and audit professional having experience in strategic and operational planning, monitoring and 'change management' gain in public organizations and private companies.

Able to successfully apply her knowledge and experience to varying tasks and working environments, and solve non-standard issues. Able to undertake challenging and complex tasks and provide timely outputs. Able to tolerate stress situations and manage teams to achieve the defined goals. Able to negotiate complicated issues at senior management level, including negotiations involving cross-cultural dimension.

Experience

Member of OLAF (European Anti-fraud Office) Supervisory Committee

09.2022. - present

Reinforcement and safeguarding OLAF's independence by regularly monitoring the implementation of OLAF's investigative function.

Member of INTOSAI (Organisation of Supreme Audit Institutions, 195 memberstates) FIPP (International auditing standards setter)

10.2016. - present

Development / quality control of international public sector auditing standards and guidelines (organizational requirements for audit offices; financial, compliance and performance auditing standards).

Freelance consultant

06.2010. - present

Corporate, financial, quality management; management and control systems; internal and external audit (see below).

State Audit Office (SAO)

Strategic Adviser to Auditor General (AG)

Head of Strategy and Development

03.2015. – 02.2021.

Strategic and operational support to management of the office

Development and monitoring of SAO's strategies (including HRM strategy)

Quality review of draft audit plans and reports

Planning and implementation of SAO's international cooperation, among others -

– SAO as EUROSAI Governing Board Member (2017. - 2021.)

– SAO as international consultant in auditing and audit office management.

Member of AS "Latvenergo" Audit Committee

12.2015. – 11.2020

Supervision of internal control system and internal audit of the company; providing assurance to stakeholders on effectiveness of internal control and risk management systems.

State Audit Office

Council Member, Audit Director

05.2007. – 03.2015.

As the Council Member – development and approval of strategic development plans, annual plans, methodologies, quality reviews and internal regulations.

As the Audit Director – management of financial, compliance and performance audits in financial, economy, transport, environmental protection, regional development and agricultural sectors (more than 32 financial audits on consolidated financial statements and 52 compliance/performance audits), communication on audit results, identification, recruitment, selection, placement of audit staff, training, management and carrier development, appraisal; team building.

Central Finance and Contracting Agency, Ministry of Finance

Deputy Director, Executive Director

02.1998. – 05.2007.

Management and control of EU-funded projects; accreditation of the agency at the European Commission to obtain project management rights without ex-ante control by the Commission (EDIS accreditation); 'Change management' in the transition process from managing pre-accession to management of structural (ESIF) funds.

Ramboll AS, Denmark

Project Manager

08.1993. – 02.1998.

Consultancy engagements

During the last 12 years, in parallel to my permanent assignments I was/am engaged in international consultancy projects as a key expert and/or team leader; consultancy projects concerned assistance to administrations of developing countries in general management, public financial management (PFM), internal control systems and auditing; engagement status – worked as a SAO expert, IDI, OECD/SIGMA and World Bank's expert, as well as on behalf of consortia of private consultancy firms; projects implemented in Ukraine, Kyrgyzstan, Georgia, Croatia, Serbia, Bosnia and Herzegovina, Montenegro, North Macedonia, Albania, Turkey, Laos a.o.

Education

Sint-Aloysius University, Brussels, Belgium

MBA, *Honors: Cum Laude*, (1997-1998)

Latvian University, Faculty of Economy

Post-graduate diploma; economics and accountancy (1996-1997)

Oxford University, College of Petroleum and Energy Studies

Post-graduate diploma: Energy Production and Environmental Protection, *Honors: Distinction*, (1995)

Latvijas State University, Faculty of Chemistry

MSc. in analytical chemistry (1983. – 1988.)

Rewards

Recognition by Ministry of Finance for establishment and management of Central Finance and Contracting Agency, 2005;

Recognition by Supreme Audit Institution (SAI) for extraordinary contribution to the development of the State Audit Office, 2017.