



Stephen Kavanagh



United Kingdom Candidate for Secretary
General of INTERPOL 2024

Foreword by the United Kingdom Prime Minister

The United Kingdom is pleased to nominate Mr Stephen Kavanagh as our candidate for Secretary General of INTERPOL.

Stephen Kavanagh has the experience, skills and knowledge to lead INTERPOL in its mission to fight international crime and make the world a safer place. And he has the vision and strategic thinking to do so in a world where the challenges we face as a global community are constantly evolving.

“Stephen Kavanagh has the experience, skills and knowledge to lead INTERPOL in its mission to fight international crime and make the world a safer place.”

Stephen’s record speaks for itself:

- » He is an innovative leader, a committed collaborator, and a strategic thinker who can draw on his experience in international, regional, and local policing to preserve global safety.
- » He has long been a respected leader in UK policing and offers a peerless breadth of international crime-stopping experience, across more than 30 years of law enforcement leadership.
- » He has worked tirelessly to lead operations in all corners of the world: from Argentina to Italy, Nigeria to South Korea, Australia to India.
- » His leadership on INTERPOL’s priority global crime programmes – Cyber, Counter Terrorism, Organised and Emerging Crime, and Financial Crime – has led to criminal activity being disrupted around the globe.



Stephen also recognises why INTERPOL’s unique global reach—and its strong and trusted leadership—have never been more important. Criminal threats span borders and jurisdictions whilst criminal business models capitalise on weaknesses in systems for international cooperation and information sharing. Too many lives and livelihoods continue to be devastated by international crime.

The United Kingdom is world renowned as a champion of security, integrity, and the rule of law. We are dedicated to the safety of the people we serve, both in the UK and as a member of the global community. We are proud of the contribution our world class policing expertise makes to keeping the world a



safer place. As longstanding supporters of INTERPOL, we have witnessed the real difference that INTERPOL, working closely with international partners, can and does make to people's lives.

In INTERPOL, we need an innovative, modern organisation that is unfailingly committed to tackling global criminal threats. We need the right person to lead the fight against transnational crime, in whatever form it might take. We need a leader with tangible operational experience who can tackle new and complex criminal threats. This is no easy task, but Stephen Kavanagh is that leader. He is the very best of UK policing and international law enforcement and I hope you will

join me in supporting his candidacy as Secretary General of INTERPOL

A handwritten signature in blue ink that reads 'Rishi Sunak'.

Rishi Sunak

Prime Minister of the United Kingdom of Great Britain and Northern Ireland



Introductory Message from Stephen Kavanagh

My Motivation

When INTERPOL was established in 1923, its visionary founders saw an urgent need for international police cooperation to tackle crime and protect citizens. They recognised the power of aligning and collaborating for the global good. One hundred years later, we are operating in a challenging world that is changing at pace. INTERPOL's unique worldwide law enforcement network is more crucial than at any other time in its history. With your support, I would be honoured to further contribute to the advancement of global law enforcement as Secretary General of INTERPOL.

after witnessing an armed robbery as a teenager. I have now spent more than 35 years in some of law enforcement's most demanding roles and currently have the honour of serving as INTERPOL's Executive Director of Police Services.

UK Law Enforcement Leadership

I started my career in the Metropolitan Police of Greater London, the UK's largest police force, working in local policing and then Homicide and Anti-Corruption Commands. As Commander for Counter-Terrorism, I led the police response to complex global terrorist threats against the capital city. Then as Deputy Assistant Commissioner for Territorial Policing I was responsible for 20,000 uniformed personnel working to prevent and investigate crimes across London's 32 Boroughs. As Deputy Assistant Commissioner for Specialist Operations, I delivered and evolved London's Counter Terrorism strategy, and was responsible for the protection of the Royal Family, politicians and foreign dignitaries. I also supported

“Principles of public service have always driven my values and inspired my career.”

Principles of public service have always driven my values and inspired my career. The son of a police officer, I grew up knowing how much trusted and credible law enforcement can help, support and protect people in times of crisis. I committed to do the same, especially

the policing for the 2012 London Olympic and Paralympic Games, and capital city infrastructure. An element I am particularly proud of during my Metropolitan Police career was pioneering new anti-racism and inclusivity initiatives to build an organisation that was more connected to its communities and responsive to their diverse needs.

With cybercrime developing fast, I was asked to lead the National Digital Intelligence and Investigations Portfolio, coordinating national and international digital crime cooperation, and then to lead the UK's National Police Chief's Council effort to create a Digital Policing Portfolio. This complex programme supported UK police forces to transform their services, deliver tools and build capability in three key areas: Digital Police Contact, Digital Investigations and Intelligence, and Digital Criminal Justice.

As Chief Constable of Essex Police, a large UK police force with responsibility for a local population of 1.8 million, I operated a budget of £320 million and led a staff of over 5,000. Under my leadership, I turned a poor performing and struggling organisation into one which had a sense of identity, invested in its staff, and most importantly, held the public's trust.

Understanding the need to disrupt and dismantle global crime business models not just on a national or regional level, but also internationally, I began to expand my global portfolio. As Senior International Policing Advisor for a major international private sector consultancy, I saw the opportunity to connect law enforcement and industry to utilise technology, data and modernisation tools to improve law enforcement services and better protect the public.



INTERPOL Leadership

My role as INTERPOL's Executive Director of Police Services, overseeing its priority global crime programmes, is challenging, rewarding and provides a unique view of global crime threats. I have witnessed first-hand INTERPOL's remarkable, real-world impact when we connect with countries and their law enforcement agencies.

For example, I oversaw 'Operation Trigger' — INTERPOL's largest ever coordinated firearms operation. Alongside member countries from Central and South America, we tackled firearms smuggling; resulting in over 14,000 arrests, and the seizure of over 8,000 illicit firearms and 203 tonnes of cocaine. I also oversaw Operation LIONFISH V across 22 countries, which resulted in a record net of seizures of illegal drugs and precursor chemicals totalling \$770 million.

Leading the delivery of Operation NEPTUNE IV, we tackled counter-terrorism in North Africa and Southern



“I am immensely proud of the contribution I have made across my career to the safety and security of communities around the world—but much more needs to be done.”

Europe leading directly to the arrests of two known terrorists, as well as seizures of illicit goods worth \$3.6 million. In Operation TURQUESA, I was honoured that our work led to the disruption of human trafficking in Latin America, which resulted in over 250 arrests of wanted individuals in 32 countries. Due to direct and repeated commitment to tackle fugitives via the ‘EL PAcCTO’ operation, my team of regional investigators worked hand-in-glove with national law enforcement from eight Latin American countries, and located and arrested thirteen of the region’s most wanted fugitives.

In order to successfully scale up efforts to target the money laundering and financial crimes that underpin

global organised crime networks, I was responsible for the creation of INTERPOL’s Financial Crime and Anti-Corruption Centre (IFCACC). Working with member countries, such as India and the Republic of Korea, and partners like the Financial Action Task Force and national Financial Intelligence Units, I led Operation HAECHI during which 975 fraud suspects around the world were arrested and \$130 million worth of assets across thirty countries were seized.

I am immensely proud of the contribution I have made across my career to the safety and security of communities around the world—but much more needs to be done. To strengthen INTERPOL’s central role in the global security architecture for the next one hundred years—and beyond—we must keep collaborating, evolving and innovating like never before. We need a confident, connected, and credible INTERPOL that breaks down global barriers. We need to create a law enforcement ecosystem that can better predict and respond to new and persistent challenges. We need a system underpinned with what I call the ‘Four Is’: innovation, impact, integrity and inclusivity.

My Vision for a Strong and Influential INTERPOL: Innovation, Impact, Integrity and Inclusivity

Innovation

INTERPOL must strive for innovation and continue to modernise by expanding connectivity, capability, and enabling operational success to the world's frontline.

As crime transforms, we must be at the forefront of developing practical solutions to support all member countries. I have a track record of pioneering innovative approaches across strategic roles; as a police chief, national strategy lead and now at INTERPOL. Most recently, this includes creating INTERPOL's first Global Crime Trend Report to strategically assess the world's top criminal priorities, which was a significant change to how operations were delivered and aligned for member countries. I have also developed new global forums like Financial Action Task Force-INTERPOL Roundtable Engagement (FIRE), and expanded analytical capabilities, for instance, through Project Insight. This programme allows investigators to cross match data, for example, between drug seizures, human traffickers and bomb-makers. My work developing biometric capability programmes not only allows INTERPOL to better manage fingerprinting, facial images, and DNA samples, but also to better support member countries who lack biometric information management capabilities. I am determined to bring this kind of operational strategy to the very fore of what INTERPOL offers to its members.

Impact

INTERPOL must have sustainable impact and 'rise above' politics, polarisation and 'perimeter thinking'. Maintaining its politically neutral lens, and using objective analysis



and evidence to ensure impactful activities on the 'highest harm, highest impact' crime types, will be vital to INTERPOL's future. For instance, I have been committed to funding increases for core projects in these crime types, such as Project Stadia (set up to contribute to policing and security arrangements for the 2022 FIFA World Cup in Qatar) and crimes against children. As Chair of the INTERPOL specialist conference on crimes against children, and a Board member of the WeProtect Global Alliance and Childlight—Global Child Safety Institute—two organisations that work against child sexual abuse and exploitation online, I know how critical INTERPOL's work is to make the global connections that identify offenders and safeguard the world's most vulnerable children.

INTERPOL also needs to refocus on delivering effective and supportive services from within our core capabilities in a way that is constantly improving and



responsive to our member countries' voices. This has been a guiding principle of mine throughout my work at INTERPOL. As Executive Director of Police Services, I am committed to INTERPOL-AFRIPOL collaboration. This has included, for example, counter-terrorism operations; implementing the West African Police Information System (WAPIS) for member states; and heading up the Africa Cyber Surge Operation to provide operational support to Nigeria and impacted countries to address Black Axe criminal activity, which included the emergency mission to support Nigerian police officials and led to the arrest of eleven high profile suspects.

INTERPOL's work must also have impact on environmental and climate crimes—now the third most lucrative criminal enterprise globally. As Chair for the specialist conference on wildlife crime, I am passionate about the need to use INTERPOL's data, partnerships and mandate to make more headway in this arena. The survival of our planet—our oceans, our forests, and some of the most vulnerable communities across the world—depends on this action.

Integrity

A strong INTERPOL must be a beacon of policing values and have integrity bound to its core. Law enforcement worldwide needs to trust it can turn to a responsible, robust, respected and respectful INTERPOL. I have demonstrated my commitment to integrity by engaging and supporting both the work of INTERPOL's Notices and Diffusions Task Force and Corrective Measures Team. I am proud of my leadership of UK public enquiries and strategies for anti-corruption and data protection innovations across my career. I will ensure that INTERPOL places the innocent and the vulnerable at the heart of its activities, and I will uphold and strengthen its commitments to efficiency, transparency and neutrality.

Integrity is not just about individual action, it also means a committed, well-functioning and undivided organisation. Under my leadership, INTERPOL would create a "Global Responsibility Model"; using its voice as the world's trusted law enforcement partner, to bring governments, the private sector, NGOs, academia, and law enforcement together to develop a global public safety infrastructure. This funding model is strategic, practical

and provides sustainable resources. It will also allow the alignment of departments, directorates and international offices to boost corporate efficiency; challenge siloed working and protectionism; improve collaboration within and across teams; and be more focussed on specific member country needs. With this structure, all those who work for INTERPOL will have a greater sense of our mission and we will be able to 'up our game' in the global battle against the modern poly-criminal threat landscape.

Inclusivity

INTERPOL needs to strengthen its inclusivity. We must be a truly global organisation; reflective of all of the citizens and members we serve, and able to foster the next generation of global policing leaders. What underpins all of our work, is working closely and collaboratively with international partners on the issues that matter to them. I have led the charge on INTERPOL's regional and global capability development programmes for the 195 National Central Bureaux, and I am also Chair of the global Heads of National Central Bureaux meeting. Through my work, regional engagement has increased through the establishment of additional regional representation, such as the INTERPOL Liaison Office in the Caribbean. Inclusivity also means improving INTERPOL's responsiveness and support in the management of major, regional crises. As General Secretariat lead for Project Gemini, I help improve connectivity and capability in under-resourced INTERPOL bureaux around the world.

I am, and have always been, determined to put my skills, values and experience to use in helping to support the brave women and men of policing around the world; from the officer on the front line, to the analysts working hard behind the scenes. I want to create a global talent pipeline; building a sustainable, diverse and representative pool of law

enforcement leaders, both for INTERPOL and for its member countries. Our approach to tackling criminal threats and addressing evolving challenges can only be done if we attract, retain and develop the best global talent. Diversity and inclusion are more than numbers—they are the heart of an organisation.

If elected as Secretary General of INTERPOL, I pledge to create an inclusive organisation with greater focus on delivering more frontline operations, more capacity building, and more proactive, innovative strategic operations. We must be prepared to take informed risks, to speed up our processes to better respond to emerging challenges, and to diversify.

“The changes we make today will transform the policing of tomorrow, and usher in a new, connected era of international crime fighting.”

With your support, I will renew and embolden INTERPOL's global commitment to keep our citizens, communities and our planet safe. I will draw on the organisation's century of experience to empower our membership to meet both emerging and established policing challenges. I will show that the changes we make today will transform the policing of tomorrow, and usher in a new, connected era of international crime fighting for the next one hundred years.



Stephen Kavanagh QPM DL

Stephen Kavanagh QPM DL: Curriculum Vitae

INTERPOL

Executive Director of Police Services (2020–present) Responsible for Cyber Crime, Financial Crime and Anti-Corruption, Counter Terrorism, Organised and Emerging Crime, Global Outreach and Analysis

Operational activities

- » *Operation NEPTUNE IV*: Counter-terrorism operation in North Africa and Southern Europe. Arrests of two known terrorists and seizures of illicit goods worth \$3.6 million.
- » *Operation TURQUESA*: Human trafficking operation in Latin America. Over 250 arrests of wanted individuals in 32 countries.
- » *Operation LIONFISH V*: Drug trafficking operation in 22 countries. Seizures of illegal drugs and precursor chemicals totalling \$770 million.
- » *Operation HAECHI*: Cyber-enabled financial crime operation in Asia. Arrests of 975 fraud suspects and seizure of \$130 million worth of assets across 30 countries.

Global Development, Capabilities and Partnerships

- » *INTERPOL-AFRIPOL* collaboration: Counter Terrorism operations and support implementing West African Police Information System.
- » *Africa Cyber Surge Operation*: Operational engagement regarding Black Axe organised criminal activity in Nigeria. Delivered emergency mission to support Nigerian police officials and arrest 11 high profile suspects.
- » *INTERPOL Project Stadia*: Policing and security arrangements for the 2022 FIFA World Cup in Qatar. Extended programme funding for other international sporting events.

- » *195 National Central Bureaux*: Lead and co-ordinate activities including Head of NCB meeting, regional conferences. Chair of annual operational leadership conference. Led with partners on ensuring delivery of Caribbean INTERPOL Liaison Office.
- » *Financial Crime and Anti-Corruption Centre*: Launched to scale up efforts to target money laundering and financial crimes.

UK Law Enforcement Leadership

Chief Constable of Essex (2013–2018)

Led the major UK force through a transformative period, modernising the organisation and instituting major working culture change.

Metropolitan Police Service (1985–2013)

Deputy Assistant Commissioner for Specialist Operations

Responsible for the protection of the Royal Family and support to the 2012 London Olympic and Paralympic Games. Delivered 'Protect and Prepare' counter-terrorism strategy for London.

Deputy Assistant Commissioner for Territorial Policing

Responsible for 20,000 uniformed personnel and staff. Led 24/7 crime response in London's 32 districts.

Commander Counter Terrorism

Head of counter-terrorism investigations and UK counter-terrorism police global liaison network.

Senior Investigating Officer Homicide Command and Anti-Corruption

Investigated homicide and corruption crimes.

Private Sector Roles

Senior International Policing Advisor to Accenture, Global (2018–2020)

Guided Accenture Global Health and Public Safety strategy with a focus AI and data in the digital age, particularly in virtual reality training and offender management methods.

Public Appointments

- » Board Member, We Protect Global Alliance
- » Board Member, Childlight—Global Child Safety Institute
- » Patron, JACKs—Joining Against Cancer in Kids
- » Chair, Dedication Committee for the UK National Police Memorial (2020–2021)
- » Steering Committee Member, World Class Policing Awards (2019)
- » Community Chair for Crime, Criminal Justice and Terrorism, College of Policing (2016–2018)
- » Senior Responsible Owner for the UK's Digital Policing Portfolio, National Police Chiefs' Council Senior (2015–2018)
- » Open Source Intelligence Lead, Association of Chief Police Officers (2010–2014)



Academic Roles and Qualifications

- » Leadership Fellow, St George's House (2021)
- » Honorary Doctorate of Law, Anglia Ruskin University (2019)
- » Visiting Professor, University of Essex Institute for Analytics and Data Science (2018)
- » Master of Philosophy in Criminology, University of Cambridge (2002)

Honours and Awards

- » Queen's Policing Medal (QPM) for distinguished service and contribution to policing in the UK (2018)
- » Deputy Lieutenant (DL) (2019), the UK monarch's deputy personal representative for Essex, UK
- » White Cross Order of Merit, Spain (2022) for Commitment to Policing



If you would like further information on Stephen Kavanagh's candidacy for Secretary General of INTERPOL, please contact

Foreign, Commonwealth and Development Office

Anne Jenkins
Anne.Jenkins@fcdo.gov.uk

Amy Quantrill
Amy.Quantrill@fcdo.gov.uk

Home Office

Sorrel Evans
Sorrel.Evans6@homeoffice.gov.uk