

HINA USMANI FCA, FCIS

Candidate No. **5** for ICAP Council

South Zone A | Elections 2025

Delivering Impact
Creating Opportunities
Building ICAP's Future



Vision for ICAP's Future

Four Pillars of Progress

1. Building Confidence

2. Measurable Impact

3. Global Visibility

4. Good Governance

Building Confidence Within Profession

Cultivating Members Value and Career Growth

- ✓ **Enhanced Transparency** by introducing automated tracking systems of key initiatives on members portal and enhancing members feedback surveys
- ✓ **Address brain drain** by counselling techniques and identifying opportunities locally
- ✓ **Career Pathways** Additional qualifications collaborations and post qualification advanced certifications for members on topics of significance
- ✓ **Inclusive Support** through offering specialized courses and additional qualification for part qualified individuals through mid-tier certification pathways

Turning Strategy Into Measurable Impact

Fortifying Regulatory Excellence and Public Trust

- ✓ **Effective Implementation Approach:** Strategy holds value only through effective implementation & continuous review, establish clear performance indicators for initiatives
- ✓ **Public Interest Focus:** Upholding strong regulatory status and ensuring every decision reflected ICAP's commitment to transparency, integrity, and the public interest.
- ✓ **Strengthening Strategic Partnership with regulators:** Proactively shape policy and secure ICAP's advisory role in national economic strategy
- ✓ **IFAC SMO Alignment:** Continuous alignment with IFAC's Statements of Membership Obligations thereby promoting global best practices.

Expanding Visibility Nationally & Globally

Elevating CA Pakistan as A Global Brand

- ✓ **Leverage 65% youth population under 30:** With immense potential for profession growth, ensuring quality intake to strengthen membership base
- ✓ **Encourage Consolidation to Build Global-Caliber National Firms:** Implement policies to support member firms in achieving scale and international accreditation
- ✓ **Establishing Center of Excellence :** Providing best in person and digitalized avenues with expanded visibility across Pakistan through exclusive and collaborative arrangements
- ✓ **Enhancing the Export of Accounting Services:** Bridge connections with international markets to facilitate cross-border engagements for member firms.

Inculcating Culture of Good Governance

Performance Driven Governance & Strategic Oversight

- ✓ **Clear communication and continuous orientation programs:** Good governance cannot be enforced, it must be cultivated as a shared organizational value
- ✓ **Team Confidence:** Build team confidence, allocate roles based on individual strength, ensure career progression to position ICAP as the priority employer of choice
- ✓ **Separation of policy-making from implementation,** empowered management and establish strong monitoring and reporting mechanisms for accountability
- ✓ **Uphold institutional integrity :** Enable everyone from staff to leadership to perform roles effectively to uphold institutional integrity at every level

Professional Journey

Pioneering Women-Led Practice in Pakistan

Financial Sector Leadership Experience 1992-2004

- Executive Director & Company Secretary, First Leasing Corporation | EVP Head of Risk Management & Credit Monitoring Cell, First Women Bank

Founder & Managing Partner - Usmani & Co. (UCO) in 2004

- Pakistan's first all-women-led QCR-rated firm, pioneering flexible work model empowering women on career breaks to complete CA qualification

Partner - Ilyas Saeed & Co. (ISCO) since 2020

- Member firm of MGI Worldwide, an international accounting network with offices across Pakistan leading assurance and advisory services in Karachi

Breaking Barriers at ICAP

Making History Since 2017

1st

Woman Elected Council
Member

1st

Woman Elected Vice
President

8

Years of Transformative
Leadership

Chaired: Examination Committee | CA Women Committee | Internal Audit Practice
Development Committee | Overseas Coordination Committee | SAFA Women Leadership

Empowering Gender Diversity in CA Profession

Women's Annual Intake in CA Profession

18% → 42%

2017

2025

Key Initiatives

CA Girls Nurturing Program

Women's Day &
Achievement Awards

Entrepreneurship
Program

Digital Directory

Diversity Guide &
Awards

Capacity Building

Published historic book: "An Inspiring Journey of CA Women"

Strong Regulatory Regime

Audit Quality & Ethics Impact

Contributing Strong Audit & Ethics Regulatory Role

Technical Support through Audit & Ethics Board, Introduced UDIN, Part of Sustainability reporting & assurance ecosystem, Overseeing APRS, Strategic advice to IAASB & IESBA

Member IFEA Stakeholder Advisory Council

- Appointed as first Professional from South Asia by the Public Interest Oversight Board (PIOB) for providing strategic advice to IAASB and IESBA of International Foundation of Audit & Ethics

Supporting Practice Management

Member Practice Management Committee, Represented SMPs at local, regional and international level: ICAP SMP Committee, SAFA SMP Committee and IFAC SMPAG

Digital Transformation

Crisis Leadership in Challenging Covid-19

First Online Examinations

Led EXCOM during COVID-19, introducing ICAP's first online examination system benefiting over 4,000 students and ensuring continuity when profession needed decisive action most

Process Digitalization

Contributed towards MRS portal, Student Portal, UDIN Portal, SAP implementation

Technological Advancement

Introduced online capacity building measures, remote back-office audit techniques, Worked on IT Framework for Corporate Entities, Audit Software for SMPs

International Outreach

Responsible Support for Making Global Impact

Process Improvements

- Streamlined Electoral Process, Ensured Backend Support to All Chapters, Functional Dubai office, International Training support initiatives

Strengthen Overseas Chapters

- ASEAN Chapter formed to broaden outreach in multiple South-East Asian Countries, Multiple reciprocal arrangements finalized with SOCPA, CPA Canada, CA ANZ, ICAEW

Strengthened Global Footprint

- Supported International Training Programs, Enhanced ICAP Brand by receiving 350,000+ Impressions in Overseas Webinar. Conducted leadership development program and engaged over 17 PAOs and IFAC

Global Recognition Impact

Elevating CA Pakistan's Brand

- ✓ Former Technical Advisor, **IFAC SMP Advisory Group**
- ✓ Member, **SAFA Women Leadership Committee** (Former Chair 2023 & 2024)
- ✓ Featured by **IFAC, World Bank, UNDP, UK AAT, Express Tribune**
- ✓ Organized Top Accountancy Leaders Dialogue of **18 PAOs including IFAC**
- ✓ Authored Article ranked among **Top-5 globally read articles of 2023**
- ✓ Independent Director, **TransKarachi**
- ✓ Member, Managing Committee, **Karachi Chamber of Commerce & Industry**
- ✓ Member **Karachi Tax Bar**
- ✓ Member **Management Association of Pakistan**

Committee & Board Representations

AT ICAP

- ✓ Member **Council** since 2017
- ✓ Chair **CA Women** Committee
- ✓ Member **Audit & Ethics** Board
- ✓ Member **Executive** Committee
- ✓ Member **Examination** Committee (Chaired **EXCOM** in 2019-2020)
- ✓ Member, **Members Affairs** Committee
- ✓ Member **Marketing** Committee
- ✓ Member **Practice Management** Committee

Eight-Year Track Record: Manifesto Delivery

Council Terms 2018-2021 & 2022-2025 | All Major Commitments Achieved



Increasing women participation



Making CA the #1 Choice Profession



Focusing on training & development



Supporting small & medium practices



Supporting Overseas members



Enforcing effective Practice Regime



Improving Governance Mechanism



Personalized approach



Engaging professionals in business



Facilitating members

**Development of CA Profession – Strengthen Overseas Connections
Audit Quality & Ethics - Digital Transformation Maximized**

Significance of Continuity

New Candidates Bring Enthusiasm. Experienced Leaders Deliver Institutional Change.

**Proven Track
Record of
Delivery**

**Leadership
Skills**

**Crisis
Management
Capabilities**

**International
Credibility**

LET'S SHAPE THE FUTURE TOGETHER

Vote for Hina Usmani

Trailblazer

Proven Leader

Impact Creator

Inspiration for Younger Generations

Candidate No. 5

ICAP Council • South Zone A

Thank you

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Membership No. 2060