



NACOLE Candidate Election Questionnaire

Name: Rashid Kabba

Position Sought: Board Member 3-year term

Geographic Location: Freetown, Sierra Leone, West Africa

Current Employment: Independent Police Complaints Board (IPCB) of Sierra Leone

1. How long have you been involved with NACOLE, and how did you initially become involved?

11 Years

2. Which NACOLE Committees have you served on? Have you had other involvement in NACOLE as a volunteer?

No, I have not had the opportunity to serve on any of the NACOLE Committees

3. Please share highlights of your background/experience in law enforcement oversight.

I have over a decade of professional experience in law enforcement oversight and public sector governance, primarily through my work with the Independent Police Complaints Board (IPCB) in Sierra Leone. I joined IPCB in 2014 as a Complaints Handling Officer, where I developed and managed an efficient Case Management System to safeguard complainants' confidentiality and collaborated with key justice institutions to streamline complaints processes. I progressed to Senior Investigator, leading complex investigations into police misconduct, prosecuting high-priority cases, and conducting training on human rights and civilian oversight for police, military, and community stakeholders.

In 2024, I served as Head of Complaints and Investigation, supervising the Complaints and Investigations Departments, ensuring compliance with procedures, and coordinating investigations with oversight institutions and stakeholders. Since 2025, I have been the Executive/Board Secretary of IPCB, leading the Secretariat, acting as vote controller, and overseeing finance, procurement, human resources,

and Board committees. My role is critical in supporting IPCB's constitutional mandate to promote police accountability, transparency, and public trust across Sierra Leone, including representing IPCB at national and international forums on civilian police oversight.

4. Why do you want to serve on NACOLE's Board? What makes NACOLE's mission important to you?

I want to serve on NACOLE's Board because of my commitment to strengthening oversight and accountability in public institutions, which aligns closely with NACOLE's mandate. My experience with the Independent Police Complaints Board has shown me the critical impact of effective complaint handling and transparent investigations in promoting public trust and justice.

NACOLE's mission is important to me because it drives the enhancement of oversight mechanisms that protect citizens' rights and ensure law enforcement agencies operate with integrity. Supporting this mission contributes directly to good governance and the rule of law, which are essential for sustainable development and public confidence in government institutions.

5. What skills/qualities do you expect to contribute as a Board member?

I bring expertise in handling serious complaints and investigations with fairness and transparency. My knowledge of human rights, security, and justice in the public service supports effective oversight and NACOLE's mission.

6. What goals do you have for your service on the NACOLE Board, what would you most like to accomplish as a Board member?

I aim to support expanding NACOLE's reach globally by rebranding it as the World Association for Civilian Oversight of Law Enforcement (WACOLE) and promoting a rotational annual conference to enhance inclusivity and engagement. I aim to support expanding NACOLE's reach globally by rebranding it as the World Association for Civilian Oversight of Law Enforcement (WACOLE) and promoting a rotational annual conference to enhance inclusivity and engagement.