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James joined the United Nations in November 2004, initially as OIOS' Chief Resident Investigator in the UN peacekeeping mission in the Democratic Republic of Congo. He then went on to manage the Investigations Division's work across the peacekeeping environment and later headed the Division's Africa Section before taking on his current role in 2013.

Prior to his UN career, James served for 21 years in Australian law enforcement as an Investigator and Investigations Manager.

