

Datuk Nor Azmi Bin Karim



Nor Azmi Bin Karim is a highly experienced governance, integrity and anti-corruption practitioner with more than 30 years of service in the Malaysian Anti-Corruption Commission (MACC/SPRM) and related strategic institutions. Throughout his career, he has held multiple senior leadership positions involving governance transformation, integrity management, anti-corruption policy development, institutional reform, digital governance and strategic advisory at national level.

He began his career as an Investigation Officer with the Anti-Corruption Agency (ACA/BPR) before serving in various divisions under Policy, Planning and Research at MACC Headquarters. His extensive exposure in policy and institutional reform later led to his appointment as Director of Policy, Planning and Research Division, followed by Director of Records Management & Information Technology Division, Director of Public Sector Governance Division and ultimately Director of Agency Integrity Management Division at MACC Headquarters.

One of his most significant contributions was his direct involvement in the transformation of the Anti-Corruption Agency (ACA/BPR) into the Malaysian Anti-Corruption Commission (MACC/SPRM), including participation in the drafting and development of the MACC Act 2009. This experience provided him with deep operational understanding in governance reform, legislative transformation and institutional strengthening within the public sector.

At the international level, he was appointed as Governmental Expert for the United Nations Convention against Corruption (UNCAC) evaluation exercises involving Iraq, Palau, Turkey and Palestine. He also served as one of Malaysia's focal points during the UNCAC evaluation process for Malaysia, reflecting strong international exposure in anti-corruption governance and compliance assessment frameworks.

His expertise also extends into governance digitalisation and institutional systems transformation. He was responsible for implementing strategic digital governance and records management initiatives within MACC, including development of core systems

such as Corruption Reporting Information System (CRIS), Complaint Management System (CMS), MACC Digital Archive (MACCDrive), MACC Digital and Online Operation Record (MACC DOOR) and e-Diary systems.

Beyond MACC, he served as Integrity Unit Head at the Ministry of Economic Affairs and Johor Corporation (JCorp), where he was involved in strengthening integrity governance, compliance mechanisms and organisational accountability frameworks. He was also seconded as Advisor to Malaysian Resources Corporation Berhad (MRCB) and later appointed as Director of MRCB George Kent Sdn Bhd for the LRT3 Project, providing him with practical exposure in governance and risk management within major infrastructure and corporate projects.

Nor Azmi was also involved in the preparation of the proposal paper for the establishment of the National Centre for Governance, Integrity and Anti-Corruption (GIACC) under the Prime Minister's Department. In addition, he was appointed as Advisory Council Member for the National Anti-Corruption Plan (NACP) and served as ex-officio member for the Senate Special Select Committee on Governance, Integrity and Anti-Corruption.

With extensive experience spanning anti-corruption enforcement, governance reform, integrity systems, institutional transformation and public sector advisory, he brings practical insight into how organisations can strengthen accountability, reduce governance risks and build sustainable integrity ecosystems aligned with both national and international governance expectations.