Nadeem Shakoor

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WHAT I AM LOOKING FOR NEXT

AI governance advisory and board briefings, fractional or NED-style AI risk engagements, capability-building programmes and speaking on governance-first AI adoption, for regulated or reputation-sensitive organisations.

Built to forward. If you know a board, a CRO, or a founder wrestling with AI adoption risk, one introduction from you is worth more than this document on its own.

The governance I advise on is the governance I ship.

A 25-year enterprise software leader who co-founded and runs a human-in-the-loop AI platform for regulated disclosure, wrote the book series on safe AI for smaller businesses, and has two exits behind him. This is the record.

25 yrs	2	$13M	8
ENTERPRISE SOFTWARE CAREER	COMPANY EXITS (2016, 2021)	PRACTICE BUILT AT WIPRO	DISCLOSURE FRAMEWORKS AUTOMATED

A practitioner, not a theorist

Twenty-five years in the international software industry, the last decade focused on AI, machine learning and compliance technology for risk, auditing and ESG. I am Co-founder and Chief Operating Officer of ESG Disclose, where I lead the commercial and product strategy behind DisclosureOS, a human-in-the-loop AI platform that automates regulated sustainability disclosure. The governance frameworks I advise on and write about are the ones my own product has to satisfy before banks, funds and corporations will trust an AI system with disclosure-grade output.

Governance-first is the operating philosophy, not a slogan. DisclosureOS's Regulatory Genome and LLM Director architecture build in the explainability and human-oversight layers that regulated adoption demands. I am also the author of the Safe AI SME Series, a practical, worked-example body of books on the operational AI risks facing small and mid-sized businesses, with Book 7 in production.

NAMED ENTERPRISE CLIENTS ACROSS THE CAREER

BP · Shell · Barclays · Saudi Aramco · Qatar Petroleum · National Grid · Deloitte · EY · KPMG · British Airways · BT · UK Ministry of Defence

A human-in-the-loop AI platform for regulated disclosure

DisclosureOS — ESG Disclose Ltd

Automated regulatory mapping, greenwashing detection and investor-grade reporting, in production with clients across SE Asia and Europe. Manual disclosure processes become intelligent, automated systems, while keeping the transparency and accountability that regulated disclosure demands.

$2M+	100+	SE Asia &
ANNUAL REVENUE DRIVEN	C-SUITE ATTENDEES, EXECUTIVE ESG SUMMIT	EUROPE CLIENT BASE: BANKS, FUNDS, CONSULTANCIES

The architecture reflects the philosophy

The platform's Regulatory Genome and LLM Director architecture are a governance-first design: the explainability and human-oversight layers are the foundation the automation stands on, because that is the order in which regulated organisations actually adopt AI. Blockchain and AI combine to carry the disclosure journey from data collection and aggregation through to reporting that satisfies both regulators and stakeholders.

Explainability is the real adoption bottleneck, not the models, and not the ambition. A decade of building AI, machine learning and cyber solutions for risk, compliance, auditing and ESG sits behind that view, and a career before it implementing risk management for high-hazard industries where getting assurance wrong had physical consequences.

Advisory, not just software: I have delivered tailored advisory to align Fortune 500 firms and SMEs with CSRD, ISSB and the frameworks still arriving, focused on actionable Net Zero strategy and supply-chain transparency, and designed ESG capability-building programmes for boards and leadership teams in partnership with academic institutions and industry consortia.

The controls, in the language a risk function speaks

MECHANISM	WHAT IT DOES	ENTERPRISE EQUIVALENT
Human-in-the-loop checkpoints	People approve before AI output becomes disclosure	Maker-checker, segregation of duties
Regulatory Genome	Maps obligations across eight frameworks	Regulatory change & compliance monitoring
LLM Director	Governs which models do what, and how	Model risk management
Blockchain evidence layer	Tamper-evident record of the reporting journey	Audit trail & records management

What this means for you

- A control architecture proven on live disclosure work, not a slideware framework
- Fluency in both rooms: the board that funds AI and the risk function that must approve it
- Frameworks covered as running software: IFRS S1/S2, CSRD, EU Taxonomy, TCFD, NSRF, GRI, CDP, SASB
- A worked-example teaching method, already tested across a published book series

Twenty-five years carrying a number, not just an opinion

AI governance consulting is only worth buying from someone who has carried a number, negotiated the contract, and delivered the platform after the ink dried. I have done all three, repeatedly, across eight industries.

WHERE	OUTCOME	DEMONSTRATES
ESG Disclose (COO)	$2M+ annual revenue	The proof that all of it transfers to AI governance
Audit XPRT (COO)	$5.7M revenue, exit to Ideagen PLC	AI compliance product, scaled and sold
Wipro Technologies	$13M practice built	Global practice leadership, $8M BP contract
Eduworks UK (Co-founder)	Acquired 2016	AI product GTM from zero, MoD and Deloitte clients
IHS PLC	$3.2M vs $2.5M target	EMEA EHS and climate software sales

The named clients across the career tell the rest: BP, Shell, Barclays, Saudi Aramco, Qatar Petroleum, National Grid, ADNOC, Petronas, Statoil, Thames Water. Organisations that do not buy from people who cannot pass a procurement, security and assurance process.

A published body of work on operational AI risk

The Safe AI SME Series

Most AI-risk writing is aimed at enterprises with a risk department. The Safe AI SME Series is aimed at everyone else: small and mid-sized businesses adopting AI faster than their controls, told through fictional worked-example companies a reader can recognise themselves in. Staking the Business and The Verification Economy set out the operational risk argument, the latter with an accompanying five-part eLearning course. Stop AI From Bankrupting Your Side Hustle carries the same material to a solopreneur and freelancer audience. Signing at Altitude is Book 6. Book 7, The Reduction Protocol, is in production now: a sustainability disclosure and emissions reduction guide for SMEs, built around four worked-example companies spanning digital services, retail, manufacturing and logistics.

Why it matters commercially: the books are a structured, book-length articulation of AI risk and governance for smaller organisations, and they double as the method I bring into advisory work, concrete scenarios, costed consequences, and controls sized for the business in front of me rather than for a bank.

In short

- Co-founder and COO of a live human-in-the-loop AI disclosure platform
- Author of the Safe AI SME Series on operational AI risk
- Two exits, and enterprise clients from BP to Barclays across eight industries
- Comfortable with the board, the risk function and the build, which is the point

AUTHOR — THE SAFE AI SME SERIES

Staking the Business · The Verification Economy · Stop AI From Bankrupting Your Side Hustle · Signing at Altitude · The Reduction Protocol (Book 7, in production)

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"Sharing this because you're thinking about AI governance. Nadeem co-founded and runs the COO side of a live regulated AI disclosure platform, and is looking for advisory and board-level work in this space. Worth an intro if you know a board or risk function grappling with this."

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