

Recruitment person specification

Post being recruited for: Senior Audit Manager

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Person specification

Category	Essential	Desirable
Experience	• Extensive senior internal audit management experience, including leading managers and professional teams to deliver risk-based audit plans. • Experience of leading a complex audit service, setting priorities and deploying resources effectively. • Experience of performance management, workforce planning and developing managers and team members. • Experience of leading audit methodology development, quality assurance and ensuring compliance with professional standards. • Experience of leading service improvement, organisational change or new ways of working. • Experience of advising senior stakeholders and presenting to Boards or Audit Committees. • Experience of managing co-sourced or partner-delivered professional services to ensure quality and delivery expectations are achieved.	• Senior audit management experience in local government or the wider public sector. • Experience of deputising for a Chief Audit Executive or Head of Internal Audit. • Experience of delivering audit services to partner organisations or external clients. • Experience of procuring and managing co-sourced audit provision.

Person specification

Category	Essential	Desirable
Qualifications and training	- Degree or postgraduate qualification in a relevant discipline. - Recognised Internal Audit or accountancy qualification (IIA or CCAB).	Relevant continuing professional development in leadership, governance, technology, risk or assurance.
Knowledge, skills and understanding	- Expert knowledge of GIAS, public sector requirements and their application across an Internal Audit service. - Expert understanding of governance, risk management and internal control. - Extensive knowledge of the key legislative, financial and service challenges facing local government. - Ability to translate standards, legislation and emerging risks into proportionate audit approaches. - Strong operational planning and resource management skills, with the ability to manage competing priorities. - Sound professional judgement, including when to intervene or escalate significant issues. - Excellent leadership, communication, influencing and negotiation skills. - Ability to produce and oversee clear, evidence-based audit, committee and annual reports. - Ability to build effective relationships with senior stakeholders, partner organisations and assurance providers. - Ability to use technology, data and innovation to improve service quality and delivery. - Commercial and financial awareness, including budget, contract and income management.	- Knowledge of Scottish local government governance and public sector requirements. - Experience of leading Quality Assurance Improvement Programmes and preparing for an External Quality Assessment including self-assessment processes. - Knowledge of audit management systems, data analytics and responsible use of GenAI. - Knowledge of External Audit and the wider assurance landscape.