Recruitment person specification

Post being recruited for: Senior Internal Auditor

Our Behaviours

These apply to all posts
Respect
Integrity
Flexibility

Person specification

Category	Essential	Desirable
Experience	Strong internal audit background and demonstrable experience Experience of conducting interviews and dealing with sensitive situations Experience of working across technical/complex audit areas to understand key controls and risks and provide value added recommendations Experience in leading audits and coaching team members to delivery high quality, evidence based work within the IA methodology. Experience in leading other initiatives across key areas to support the Internal Audit Team's strategy and objectives.	Public or local government / civil service audit experience Experience of presenting in a public forum

Knowledge, skills and understanding	Working understanding of the Global Internal Auditing standards (GIAS) and relevant public sector requirements Effective report writing skills (terms of reference, audit reports and governance / committee reports) Ability to understand complex processes and key strategic initiatives and provide professional judgements and add value across all work Ability to interpret and understand financial and budgetary information and experience of using data analysis tools to provide insight on trends, patterns and exceptions Strong inter-personal & communication skills to motivate and support team members and key stakeholders Coaching and mentoring skills to support other team members development and understanding Strong focus on continuous improvement to support development and quality assurance of audit work and key processes	Familiarity with the External Audit and other third line assurance Experience which demonstrates successful partnership working and networking with key stakeholders, e.g., citizens, third sector, business communities, government and public agencies Knowledge of major legislative and other issues facing local government with a particular focus on achieving effective delivery of services at a time of significant change and financial challenges
Qualifications and training	The post holder will be educated to degree-level or will have or be working towards a relevant professional audit qualification (CIA, CISA).	
Job specific requirements	Recognises and works within professional boundaries An ability to keep and maintain accurate electronic records of work A willingness to learn and a commitment to continuous professional development Flexible approach to hybrid working with in office working two days per week and at customer sites for audit fieldwork as required. The post requires a proactive, imaginative and flexible approach to optimising performance, including embracing new techniques and approaches	