

Global Director: Global Centre Audit

Location: [Global] [Global]

Town/City: Global

Category: Audit

Job Type: Open-ended, Full-time

***Position location to be determined by home country of successful candidate in a jurisdiction (US state or country) where WVI is registered to operate.**

***Please submit your CV in English.**

World Vision is a Christian humanitarian, development and advocacy organisation devoted to improving the lives of children, families and their communities around the world. Our over 34,000 staff members working in nearly 100 countries are united in helping the most vulnerable children overcome poverty and experience fullness of life. We help children of all backgrounds, even in the most dangerous places, inspired by our Christian faith.

Through our work, every 60 seconds ... a family gets water ... a hungry child is fed ... a family receives the tools to overcome poverty.

Here's where you come in:

As the Global Director for Global Centre Audit, you will be one of five Directors reporting to the Global Chief Audit Executive and providing World Vision International's Board of Directors and Executive with objective, risk-based assurance and consulting services, recommending enhancements to mitigate risks that threaten achievement of World Vision's strategy and objectives at all levels across the World Vision partnership.

Based on your experience as a "Big 4" partner/director or similar, you will help drive continual enhancement of Global Internal Audit's (GIA) services to the organisation. You have the gravitas, strategic perspectives and experience to manage complexity and be a "trusted advisor" to the organisation's senior leadership across 6 continents, providing insightful and objective recommendations on governance, risk management and internal control. Your work will help build stakeholder confidence in World Vision's control environment.

You will build and lead a small international team in applying GIA's vision and strategic initiatives and will determine, plan and guide risk-based audits in 20 Support (fundraising) Offices, Regional Offices and Global Centre Departments. You will be responsible for reporting internal audit results to national and international Audit and Risk Committees, as applicable. Extensive stakeholder collaboration will be required, as will a commitment to professional excellence and to empowering your staff.

This is a demanding but meaningful role in which your professional skills and experience will be applied in service, helping to bring "life in all its fullness" to the most vulnerable children of the world.

Requirements include:

- At least seven years' experience at Director (Partner) level or similar in a combination of internal audit, public accounting or financial management.
- Strong business acumen and technical expertise in governance, risk management and internal audit
- Ability to listen well, bring structure from complexity, see the big picture, build collaborative relationships, seek constructive outcomes, while maintaining independence.
- Experience in building, leading and mentoring virtual and cross-cultural teams to produce quality outputs, under pressure and with limited resources.
- Must be a Certified Internal Auditor (CIA), Certified Public Accountant (CPA), Chartered Accountant (CA) or equivalent
- The position requires the ability and willingness to travel domestically and internationally up to 40% of the time (negotiable).

Is this the job for you?

Find the full responsibilities and requirements for this position below and apply by the closing date 09 JUNE, 2021. Due to the number of applications received, only short-listed candidates will be contacted.

World Vision is dedicated to our team members' development and their success. We aspire for all employees to be fulfilled through their work and their contributions to an organisation working to provide long-term sustainable solutions to the world's most vulnerable people.

For more information on World Vision International, please visit our website: www.wvi.org.

Our vision for every child, life in all its fullness. Our prayer for every heart, the will to make it so.

FULL JOB DESCRIPTION AND REQUIREMENTS

PURPOSE OF THE POSITION:

The Global Director: Global Centre Audit supports the CAE in strategic leadership of Global Internal Audit (GIA). As a GIA Senior Leadership Team (SLT) member, he/she leads the GC audit team in compiling and delivering on a risk based annual audit plan that covers key Global Centre, Regional Office and Support Office (fund raising) functions. He/she will engage at an executive level in providing assurance, advice and insight to improve the effectiveness and efficiency of risk management, internal controls and related governance in the organisation and grow GIA's role as a trusted advisor within the Partnership.

This role will lead the application of GIA's vision and strategic initiatives in Support Offices, Regional Offices and Global Centre Department, focusing on planning and leading the risk-based audits of those offices and departments and also of World Vision ("Partnership") thematic audits. This position will contribute to Global Internal Audit's (GIA) mission by providing WVI management with independent assurance on the adequacy, efficiency and effectiveness of internal controls, risk management and governance systems through the following:

The Global Director: GC Audits will understand risk and be able to synthesize large amounts of information to compile an annual audit plan covering the entities for which he/she is responsible as well as participating in thematic (cross-cutting) audits. He/she will help deliver on Global Internal Audit's (GIA) mandate by:

- Ensuring that GIA's services are delivered in accordance with the IIA Standards, GIA Charter, Manual and WVIs policies and procedures.
- Keeping abreast of key developments/initiatives in the Partnership and remaining alert and responsive to emerging risks.
- Directing audits of WV entities for which he/she is responsible, focusing on the major risks that threaten the organisation's ability to achieve its goals and objectives.
- Producing insightful, accurate and impactful audit reports, working with auditees to provide pragmatic, efficient and fit-for-purpose recommendations to address any control deficiencies.
- Providing strategic leadership to the GIA team through effective team management to achieve objectives and strong stakeholder engagement.
- Applying an agile audit approach, where appropriate.

- Promoting good stewardship among key stakeholders of audited entities to ensure alignment with donor and partnership objectives, expectations and requirements.
- Representing GIA on key partnership initiatives in an advisory capacity, when required.

The Global Director, GC Audit also plays a key role in the GIA SLT and actively contributes to GIA strategy and operations by:

- Fully understanding GIA's mandate and helping to define and execute agreed strategies in collaboration with other GIA SLT members.
- Building credibility, trust and collaborative relationships with key stakeholders while maintaining auditor independence and enhancing GIA's reputation as a "Trusted Advisor".
- Developing, delivering and enhancing the GC audit team's three-year audit plan, through collaboration with stakeholders, to ensure coverage of key identified and emerging risk areas, and where necessary in collaboration with other GIA teams or assurance providers.
- Ensuring good stewardship and use of available resources, keeping up to date with developments in the profession and prioritising a continual learning/improvement mindset.

Leadership and oversight of the GC Audit team:

- Provide strategic leadership to the GC Audit team - balancing empowerment with mutual accountability.
- Evaluate the structure and job designs of the GC Audit team, the existing resources and implement improvements to optimise performance, promote staff development and succession planning.
- Actively drive a culture of unity, inclusion and trust.
- Care for the spiritual, emotional and mental wellbeing of the team emphasising reliance on God.

KEY RESPONSIBILITIES:

Strategic Leadership & Stakeholder Engagement:

The primary role of this position is to provide strategic and operational leadership to the GC audit team, ensuring alignment with GIA's

vision while building and strengthening strategic partnerships with key stakeholders to ensure outcomes are met effectively. This will include the following:

- Develop a three-year risk-based GC Audit Plan, in consultation with the Chief Audit Executive (CAE) and other SLT members. Ensure dissemination and revision of the audit plan, as well as optimal allocation of resources, with all necessary stakeholders.
- Building strong relationships while serving as a trusted strategic partner to key stakeholders, including the CAE, Support Offices (SOs), Global Centre (GC) functions, regional leadership, providing guidance on risk management, internal controls and related governance.
- Creating effective linkages, collaborative relationships, and dynamic networks with Support Office colleagues, WVI partners, and partnership leaders to represent and promote GIA services.
- Develop and discuss the engagement plan with business owners and key stakeholders.
- Performing other special assignments and duties as required by the CAE such as driving strategic initiatives, managing consulting engagements, organizing training events, or presenting departmental findings to external stakeholders, and actively contributing to GIA management meetings.

Delivery of the GC/SO/RO Annual Audit Plan & Quality Assurance:

This role will monitor key risks while working to ensure performance outcomes are achieved by doing the following:

- Planning, project managing and delivering the approved annual risk-based GC/SO/RO Audit Plan in the context of the 3 year plan and adjusting as necessary.
- Understanding the context, history, future strategy and constraints and risks of any planned audit area at the outset of an audit, documenting the business process, identifying risks and control objectives and providing linkages to other related work/information.
- Ensuring appropriate, respectful and timely engagement with all stakeholders throughout an audit.
- Developing the Terms of Reference for any local auditors who are seconded to GC Audit to perform specific assignments while remotely supervising field engagements.
- Guiding and managing the technical work of GC and local auditors involved in Global Centre, Support Office and Regional Office Audits, ensuring that the planned engagement is conducted according to the IPPF, that all workpapers are completed promptly and meet GIA quality standards.
- Ensuring all audit findings are communicated promptly and accurately to clients.

- Taking personal accountability for the quality of all audit deliverables and sign off on audit reports as evidence of this.
- Keeping the CAE abreast of all significant findings and reports as they arise, particularly on issues of suspected fraud and/or potential significant reputational impact to the Partnership.
- Participating in and at times lead Partnership-wide thematic audits.
- Leading and delivering advisory reviews, where applicable, ensuring appropriate research is conducted and that the team is staffed with auditors/consultants with experience in the area being reviewed.
- Follow up and report on remediation of audit recommendations and work with management to ensure timely remediation.

Produce ad hoc advisory memos to management when any key risks or control deficiencies are identified, outside of a planned audit.

Ensure the delivery of timely, accurate, complete and reliable periodic information and reports to Partnership leaders and for reporting to the ARC.

Proactively advise relevant stakeholders through participation in working groups in an advisory role or other fora.

Talent and Knowledge Management & Capacity Building:

The Global Director, GC Audits will be active in the recruitment and ongoing development of his/her team as well as leading, planning and supervising the team responsible for each engagement under his/her responsibility. This includes:

- Praying for and praying with team members.
- Recruit, identify, develop, review and retain high potential talent in order to successfully achieve business and ministry objectives and to deliver Our Promise.
- Lead, manage, and mentor direct reports and other WVI audit colleagues both in technical and soft skills.
- Assist staff in setting performance criteria that aligned with department objectives, ensure support and opportunities to meet these, provide coaching and on the job training.
- Provide staff with the background and context they need in order to deliver value-adding reports in line with organisational strategy. Guide and mentor them in “connecting the dots” to provide insights beyond the obvious.
- Build a culture of empowerment where the team are encouraged to use their initiative and skills, (with appropriate collaboration) and continually grow these.
- Challenge, support and assist any team member whose performance falls consistently below expectations or whose

behaviour becomes inconsistent with the WVI and the IIA standards and Codes of Conduct and take appropriate action in consultation with P&C (HR).

- Authorizing/Approving administration transactions for supervised staff including Performance Agreements, trip itineraries, expense reports, vacation requests, telecommuting agreements, etc., to ensure appropriate guidelines are followed.
- Ensure work-life balance is achieved through appropriate allocation of workload for GCA staff having a good productivity analysis.
- Apply Biblical principles, compassion, transparency and a drive for excellence/good stewardship in leading your team.

Knowledge Management:

- Managing the knowledge generated by the GC audit team and in consultation with GIA Quality Assurance, adjust audit procedures and tools as needed – based on GIA’s goal of continuous improvement, simplification and customer needs, goals, and expectations.

Capacity Building:

- Encourage team members to provide feedback on weaknesses or areas for improvement, and create a Christ-centred audit environment that reinforces spiritual development.
- Managing the professional and individual development of GC auditors by providing feedback/debriefs after each audit engagement and ensuring adequate training/coaching opportunities exist for continual improvement.
- Provide opportunities for and support of the professional development of internal auditors, including the completion of annual continuing professional education (CPE) requirements to maintain certification(s), and ensure that all auditors are well equipped to carry out their audit responsibilities in a Christ-focused internal audit environment.
- Ensure any mandatory training, responses, etc. required from your team are provided timeously.

KNOWLEDGE, SKILLS AND ABILITIES:

- Minimum of 5-7 years audit experience.
- Experience on Enterprise Risk Management, IT audits, Fraud Examination, Marketing & Fund Raising.
- At least 3 years of risk-based audit experience.

- Proven experience to produce quality outputs under pressure.
- Good knowledge of World Vision's structure, regulations and operations.
- Cross-cultural working experience.
- Bachelor's degree in accounting, finance or other relevant field.
- Fluency in English, solid verbal and written communication skills.
- Solid team-building and interpersonal skills.
- Proficient in Microsoft Office standard packages.
- Fluency in any other of WVI's official languages seen as a positive (i.e. French, Spanish, Portuguese).

Preferred Skills, Knowledge and Experience:

- One of the following or equivalent is required, CIA, CPA, CA.

Work Environment/Travel:

- This position requires ability and willingness to travel up to 30% of the time to international locations. The incumbent should have minimum restrictions to travel to many destinations world-wide.