



VACANCY NOTICE

JOB TITLE: SENIOR INTERNAL AUDITOR

DEPARTMENT: AUDIT

LOCATION: HEAD OFFICE

The Water & Sewerage Company Inc. (WASCO) is seeking a dynamic and results-oriented finance professional with experience in corporate finance and transaction services.

The Senior Internal Auditor must play a critical role in ensuring the integrity, efficiency, and effectiveness of all internal controls and processes. You will be responsible for evaluating and improving the company's risk management, control, and governance processes through the performance of internal audits. Your work will directly contribute to maintaining compliance with regulatory requirements and industry standards, as well as identifying opportunities for operational improvement.

Nature and Span of Control

This position requires close collaboration with the Administrative Financial and Technical Divisions of WASCO. You will be accountable to the Audit Committee with administrative reporting responsibility to the Chief Executive Officer.

Primary Responsibilities and Deliverables

Conduct Internal Audits:

- Plan, execute, and lead internal audit engagements across various functional areas, including but not limited to finance, operations, procurement, and compliance.
- Assess the adequacy and effectiveness of internal controls, risk management processes, and governance structures.
- Perform detailed testing and analysis to identify control deficiencies, process inefficiencies, and areas of non-compliance.

Management Interface

- Assist the external auditors in planning for the annual audit and conduct special assignments when requested by the Audit Committee or the Chief Executive Officer.
- Interface with and support management including senior management in an advisory role regarding strategic and tactical planning, developing managerial control systems and evaluating the impact of operational situations on the company.

**Risk Assessment and Mitigation:**

- Identify and evaluate key risks facing the company's operations and financial performance.
- Develop risk-based audit plans and prioritize audit activities to address the most significant risks.
- Recommend and implement controls and procedures to mitigate identified risks and strengthen internal controls.

Process Improvement:

- Collaborate with stakeholders to identify opportunities for process improvements, cost savings, and operational efficiencies.
- Provide recommendations and guidance to management on best practices and industry standards to enhance operational effectiveness.
- Monitor the implementation of audit recommendations and track progress towards achieving desired outcomes.

Compliance and Regulatory Oversight:

- Stay abreast of changes in regulatory requirements, industry standards, and best practices related to the water industry.
- Ensure compliance with relevant laws, regulations, and internal policies through regular audits and reviews.
- Assist in the development and maintenance of compliance programs and procedures.
- Develop a thorough understanding of the company's policies and procedures and design mechanisms for assessing compliance through ongoing review of practices.
- Investigate, report, and make recommendations to address issues of non-compliance, and monitor the company's adherence to implementing those recommendations.

Reporting and Communication:

- Prepare clear and concise audit reports detailing findings, recommendations, and action plans for management review.
- Present audit results and recommendations to senior management and the Audit Committee.
- Communicate effectively with stakeholders to address inquiries, provide guidance, and facilitate the resolution of audit issues.

Asset Management and Upkeep:

- Ensure that all company assets including equipment, gadgets, machinery, tools, and materials that are utilized during the course of your duties are safe and duly accounted for at all times

Other Duties:

- Notwithstanding the duties outlined above the incumbent is expected to undertake any other related duties assigned by the Supervisor or delegated by Management as deemed necessary.

Required Qualification, Knowledge, Skills and Abilities

- Certified Accountant with internationally recognized qualifications ACCA, CIMA or IIA CGA, CPA or relevant professional certification
- Minimum of five (5) years of accounting/internal auditing experience
- Strong understanding of internal control frameworks, risk management principles and auditing standards.
- Excellent analytical problem solving and critical thinking skills
- Effective communication and interpersonal skills with the ability to interact confidently with stakeholders at all levels
- Knowledge of modern and complex principles and practices of internal financial and operational auditing methods and procedures
- Strong problem solving capability
- Proficiency in Audit Software Data analytics tools and Microsoft Office Suite
- Understanding of Principles of Budget preparation and control
- Understanding of principles of performance evaluation and applicable laws relating to Income Taxes, company Organization and management.
- Demonstrated ability to work independently manage multiple priorities and meet deadlines.

Please Note: All formal certification must be from recognized institutions and certified by the Ministry of Education

Remuneration

Salary shall be commensurate with the successful applicant's qualifications and experience.

Application letters, along with full curriculum vitae, named references, and certified copies of certificates should be submitted under confidential cover to:

Human Resource Manager
Water & Sewerage Company Inc. (WASCO)
P.O. Box 1481
L'Anse Road, Castries.

Or via email to hr@wascosaintlucia.com

Deadline for submission is Friday February 28th, 2025

Please note that unsuitable candidates will not be acknowledged. Candidates meeting the minimum qualifications and experience may not be considered for an interview. WASCO reserves the right to shortlist only those candidates with the best qualifications and experience.