



JOB OPENING AT NAWEC

The **National Water and Electricity Company (NAWEC)** is pleased to invite suitably qualified and experienced individuals to submit applications for the vacant position of **Senior Internal Audit Manager – Strategic Planning and Execution**.

This is a senior leadership role responsible for driving the organization’s internal audit strategy, ensuring effective risk management, strengthening internal controls, and promoting sound governance practices across NAWEC’s operations. The successful candidate will play a critical role in aligning audit activities with corporate objectives and supporting continuous improvement in operational efficiency and accountability

Job Description

Position	Senior Internal Audit Manager, Strategic Planning and Execution
Role Summary	Overall responsibility for Nawec’s internal audit planning, execution and reporting
Salary Scale	B
Reporting Relationships	Reports to Group Director - Internal Audit (GDIA)
Duties and Responsibilities	<p>Under the supervision and guidance of the Group Director Internal Audit, the Senior Manager Internal Audit will:</p> <ul style="list-style-type: none"> • Lead Audit Teams and plan to conduct audits of highly diversified NAWEC activities and operations including Electricity Business Unit (EBU), Water and Sewerage Business Unit (WSBU) and all Shared Services Directorates and projects. • Plan annual risk based audits and determine the audit objectives, scope, criteria, and methodology to be used as well as staff and budget resources required to ensure that the audit adequately covers the selected area of NAWEC Operations including systems and controls. • Decide on the applicable audit approach and techniques to facilitate the conduct of the audit and prepare the planning memorandum for the GDIA’s review and approval. • Prepare an Audit Programme or modify existing ones (if any), to ensure a systematic approach to the audit and ensure that the scope of the audit is covered adequately. In addition, prepare the risk and control assessment for the audit programme. • Conduct the fieldwork by collecting data, documents, and information, testing, and analyzing such information, and identifying weaknesses, causes, and effects of variances, errors, non-compliance with rules, regulations, policies, procedures, etc., with a strong focus on using data analytics. • Supervise and review the work performed by other Auditors and Consultants to ensure that objectives are achieved; working papers adequately support the findings, conclusions, and recommendations, and the report is accurate, objective, clear, concise, constructive, and timely



	<p>while ensuring efficiency and effective use of the auditing management software.</p> <ul style="list-style-type: none"> • Select, present, and discuss audit findings of particularly significant impact or recommendations for substantial changes in procedures, workflow, or organization, with concerned Managers and Directors to obtain their agreement. • Prepare the Preliminary Audit Report containing observations, conclusions, and recommendations to strengthen control, safeguard the assets or reputation of NAWEC, improve working procedures, and ensure that resources are efficiently utilized, under the supervision of the GDIA. • Prepare the Final Internal Audit Report after incorporating the comments of the auditee Departments/units under the supervision of the GDIA • Monitor the implementation of audit recommendations (both internal and external Audits) to ensure that the weaknesses observed are corrected and do not recur. • Give advice to various departments and Committees on matters relating to internal control, audit of NAWEC activities to facilitate their decision-making process. • Train, direct, and counsel less experienced Internal Auditors in the performance of audit assignments to ensure compliance with IIA standards, NAWEC policies and procedures, audit procedures, proficiency, and time schedules. • Lead/Coordinate the preparation of the department's reports like the quarterly and annual activity report including implementation status of management action, and annual work program, among other reports as may be requested by the GDIA. • Provide technical updates to the audit team on new developments in the profession. • Monitor the performance of the audit teams through their key performance indicators (KPI) on a quarterly basis • Provide support to the GDIA on the management of the Audit Function in line with the NAWEC Internal Audit Charter. • Develop a risk identifying tool and a risk based audit plan that reflects the adequacy of Risk Management and Internal Controls for NAWEC.
<p>Requirements and Qualifications</p>	<ol style="list-style-type: none"> 1. Internationally recognised professional accounting/auditing qualification (i.e., ACCA, ACA, Chartered/Certified Public Accountant). Or Master's degree in Audit, Finance, Accounting, or Business Administration, preferably combined with a Certified Internal Auditor (CIA). 2. A minimum of five (5) years in a senior audit role or 3 years in an internationally recognised Audit firm. 3. CISA or other audit technology qualification is an added advantage.
<p>Competency</p>	<p>Detail</p>



<p>Interpersonal Skills</p>	<ul style="list-style-type: none"> • Demonstrated ability to build and maintain effective working relationships with senior management, audit committees, and staff across diverse functions <p>Proven capability to manage sensitive and confidential matters with professionalism, discretion, and sound judgment.</p>
<p>Communication Skills</p>	<ul style="list-style-type: none"> • Appreciates the value of good communications and can report clearly and logically, verbally and in writing. • Demonstrated ability to prepare executive summary reports that clearly present critical audit issues, risks, and control deficiencies, while recommending effective mitigation strategies and delivering customized presentations to diverse audiences, including Senior Management and the Board of Directors. • Ability to provide regular updates to senior management and Board of Directors on the status of audit activities, key findings, and recommendations
<p>Teamwork</p>	<ul style="list-style-type: none"> • Demonstrated ability to work collaboratively with cross-functional teams to achieve audit objectives and organizational goals. • The ability to equip the team with the necessary skills, tools, and resources to deliver high-quality audit work.
<p>Results Oriented</p>	<ul style="list-style-type: none"> • Ability to consistently deliver high-quality work within established deadlines, effectively prioritizing tasks and resources to achieve objectives. • Ability to Establish and monitor key performance indicators (KPIs) for the Internal Audit department to measure its effectiveness and efficiency.
<p>Proficiency and Due Professional Care</p>	<ul style="list-style-type: none"> • Possess sufficient knowledge of key information technology risks, controls, and technology-enabled audit techniques to effectively perform assigned responsibilities. • Proven ability to assess fraud risk and evaluate how it is managed within the organization, while recognizing that specialized expertise in fraud detection and investigation is not required.. • Ability to apply international audit standards to deliver quality audit reports in line with NAWEC's strategic needs/situation. • Proficiency in the use of computer-aided audit tools like ACL and audit management systems like Audit Board, Pentane, Teammate, etc. Experience in the use of data analytical tools is required.
<p>Strategic Planning</p>	<ul style="list-style-type: none"> • Demonstrated ability to develop and execute the strategic plan for the Internal Audit department, aligning it with the overall organizational objectives and risk appetite. • Sound knowledge and auditing experience of key business operations, finance, information systems, Enterprise Risk Management (ERM), and Integrated Audit Approach.
<p>Audit Planning and Execution</p>	<p>Proven ability to lead the planning, execution, supervision, and reporting of internal audit engagements across operational, financial, compliance, and strategic risk areas.</p>
<p>Integrity and Ethical Conduct</p>	<ul style="list-style-type: none"> • Demonstrate integrity and professional responsibility by performing duties with honesty and diligence, ensuring full compliance with applicable laws and disclosure requirements; avoiding any conduct that could harm the



	<p>reputation of the organization or the profession; and promoting the organization's legitimate and ethical objectives.</p> <ul style="list-style-type: none"> • Demonstrate professional objectivity in gathering, evaluating, and communicating audit information. • Exercise balanced and independent judgment by considering all relevant factors and avoiding undue personal or external influence. • Can ensure objectivity in the execution of audit responsibilities, maintaining integrity and delivering reliable, high-quality audit conclusions. • Can uphold the highest standards of confidentiality by protecting sensitive information obtained through audit activities, and ensuring it is not misused for personal advantage or in ways that are unlawful or contrary to the organisation's ethical and business objectives.
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The Rewards. NAWEC has a structured rewards package and offers highly attractive Salary and Allowances.

How to Apply. Please send an e-mail to recruitment@nawec.gm with the subject “Job Application; Senior Internal Audit Manager – SPE” attaching a curriculum vitae and a cover letter in a Portable Document Format (**PDF**).

The deadline for applications is **10th July 2026**, by close of business.