JOB VACANCY ANNOUNCEMENT

Position	**Group Internal Audit Director**
Department	Internal Audit
Role Summary	Provides independent and objective assurance and advisory services to the Board of Directors and Management regarding the effectiveness of governance, risk management, internal controls, and compliance processes. Leads and manages the Internal Audit Function in accordance with the International Professional Practices Framework (IPPF) and supports achievement of NAWEC's strategic, operational, financial, and regulatory objectives. Responsible for developing a risk-based audit strategy, strengthening the control environment, promoting ethical business practices, and driving continuous improvement.
Reporting Relationships	**Functional Reporting:** Board of Directors **Administrative Reporting:** Managing Director
Duties and Responsibilities	**Strategic Leadership** • Contribute to the development and implementation of NAWEC's corporate strategy. • Provide strategic advice to the Board and Executive Management on governance, risk management, internal controls, and compliance matters. • Develop and maintain a risk-based Internal Audit Strategy aligned with organizational objectives. • Promote a culture of accountability, integrity, transparency, and continuous improvement. **Internal Audit Management** • Develop and implement an annual risk-based Internal Audit Plan for approval by the Audit and Risk Committee. • Ensure audit activities comply with International Standards for the Professional Practice of Internal Auditing (IIA Standards). • Direct and oversee financial, operational, compliance, IT,

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	environmental, and performance audits. • Evaluate the adequacy and effectiveness of internal controls throughout the organization. • Monitor implementation of audit recommendations and report progress to Management and the Board. • Issue high-quality audit reports with practical, value-adding recommendations. **Risk Management** • Lead the development, maintenance, and continuous improvement of the Enterprise Risk Management (ERM) framework. • Facilitate enterprise-wide risk assessments and risk identification exercises. • Maintain and monitor the corporate risk register. • Evaluate the effectiveness of risk mitigation measures and provide assurance on key business risks. • Monitor emerging risks and advise Management and the Board on appropriate responses. **Governance and Compliance** • Assess the effectiveness of governance processes and recommend improvements. • Evaluate compliance with laws, regulations, policies, procedures, licenses, and contractual obligations. • Review ethics programmes and promote a strong ethical culture. • Support the Audit and Risk Committee in fulfilling governance responsibilities. • Coordinate audit activities with external auditors and regulatory bodies. **Fraud Risk Management and Investigations** • Lead investigations into suspected fraud, corruption, misconduct, and abuse of company resources. • Identify control weaknesses that may create opportunities for

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	fraud. • Develop and maintain anti-fraud policies, procedures, and awareness initiatives. • Report significant fraud risks and investigation outcomes to the Audit and Risk Committee. **Information Systems and Cybersecurity Assurance** • Evaluate IT controls, cybersecurity measures, and data governance practices. • Assess risks associated with ERP systems, operational technologies, business applications, and digital transformation initiatives. • Ensure adequate audit coverage of information security and data protection risks. **Audit Quality Assurance** • Establish and maintain a Quality Assurance and Improvement Programme (QAIP). • Continuously improve audit methodologies, practices, and tools. • Monitor compliance with professional auditing standards and ethical requirements. • Facilitate external quality assessments of the Internal Audit Function. **People Leadership and Resource Management** • Build, lead, mentor, and develop a high-performing Internal Audit team. • Establish performance objectives and KPIs for audit staff. • Promote professional development and succession planning. • Manage departmental resources and budgets efficiently. • Foster a culture of professionalism, innovation, and accountability. **Financial and Operational Management** • Develop and manage the Internal Audit Department budget.

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	• Monitor departmental expenditure and report variances. • Ensure effective utilization of audit resources and technology. • Identify opportunities for operational efficiency and value creation across the organization.
Requirements and Qualifications	**Education:** Master's Degree in Accounting, Finance, Auditing, Business Administration, Risk Management, Economics, or a related discipline; or Professional Accounting/Auditing Qualifications such as ACCA, ACA, Chartered Accountant, or Certified Public Accountant. **Having one or more of these Professional Qualifications will be an added advantage:** • Certified Internal Auditor (CIA) – Preferred • Certified Information Systems Auditor (CISA) • Certification in Risk Management Assurance (CRMA) • Certified Fraud Examiner (CFE) • Other internationally recognized audit, risk, governance, or compliance certifications. **Experience:** • Minimum ten (10) years of progressively responsible experience in Internal Audit, External Audit, Risk Management, Compliance, Governance, or Finance. • At least five (5) years in a senior management or leadership role. • Proven experience reporting to Boards of Directors, Audit Committees, and Management. • Experience in utilities, infrastructure, energy, water, telecommunications, or other regulated industries is highly desirable. • Demonstrated experience in enterprise risk management and fraud investigations.

Competences	
Competency	**Detail**
Strategic Thinking	Understands industry trends, emerging risks, organizational challenges and contributes proactively to corporate strategy development.
Governance and Ethics	Demonstrates the highest standards of integrity, independence, objectivity, confidentiality, and professional ethics.
Audit Planning and Execution	Ability to develop and deliver a comprehensive risk-based audit programme aligned with organizational priorities.
Enterprise Risk Management	Strong capability to identify, assess, monitor, and evaluate strategic, operational, financial, and regulatory risks.
Leadership and People Management	Inspires and motivates teams, drives performance excellence, and supports organizational transformation.
Communication and Influencing Skills	Ability to communicate complex issues clearly and persuasively to Boards, Executive Management, regulators, and stakeholders.
Financial and Business Acumen	Understands financial management principles, operational processes, and performance drivers.
Regulatory and Compliance Knowledge	Strong understanding of corporate governance requirements, regulatory frameworks, and utility sector compliance obligations.
Information Technology and Cybersecurity Auditing	Knowledge of IT governance, cybersecurity controls, ERP systems, digital technologies, and data protection risks.
Fraud Risk Management	Ability to detect, investigate, and mitigate fraud and corruption risks.

Competences	
Analytical and Critical Thinking	Ability to evaluate complex issues, interpret data, identify root causes, and develop practical solutions.
Stakeholder Management	Builds productive relationships with internal and external stakeholders while maintaining independence and objectivity.
Change Management	Supports and leads organizational change initiatives while ensuring appropriate governance and control frameworks are maintained.
Continuous Improvement	Promotes innovation, efficiency, and adoption of best practices across the organization.

How to Apply

Interested candidates should submit their application letter and detailed Curriculum Vitae (CV) to:

Email: recruitment-gd@nawec.gm

Application Deadline

19th October 2026

Appointment and Start Date

Successful candidates will be appointed following the completion of the recruitment process and are expected to assume duty on **1st January 2027**.

Equal Opportunity Employer

NAWEC is committed to promoting diversity, equity, and inclusion in the workplace. Applications are encouraged from all qualified individuals regardless of gender, disability, religion, or ethnic background. Selection will be based solely on merit, qualifications, experience, and demonstrated competence.

Our Commitment

***Together, powering progress and delivering essential services for national development*.**