



SENIOR AUDIT MANAGER: ICT, OPERATIONS AND FINANCE

Status: Permanent

Location: Nelspruit Office

Grade: D5

Reporting line: Chief Audit Executive

Role Mandate

Effectively lead and develop Audit Team to implement audit plans and activities as scheduled, generate final audit reports for internal review and lead implementation and follow-up audits on previously identified findings in order to provide assurance for high-risk areas. Manage audit scope including but is not limited to regulations of Forestry and State-Owned entities, Information and Communication Technology controls, policies and procedures, financial controls, policies and procedures and other divisional/departmental policies and procedures and business efficiency audits. Provide consultative services to business to improve efficiency, controls and mitigate risks. Optimise risk and control oversight through coordinating and monitoring activities of Combined Assurance in SAFCOL.

Key Accountabilities

- Provide input on development of Internal Audit strategy and three-year rolling Audit Plan aligned to Company's strategy and strategic and operational risk registers with input from internal stakeholders and external audit guidance
- Translate Internal Audit strategy and three-year rolling Audit Plan to a 12 month / annual Audit Plan and audit activities
- Direct and lead activities of a team to ensure implementation of the Internal Audit strategy and Audit Plan
- Drive implementation of IA methodology in line with approved IA charter and driving methodology implementation
- Ensure IA risk assessment is conducted, audit and facilitate acquisition of audit tools
- Ensure Internal Audit provides independent and objective assurance to ARC
- Recommend revisions or additions to policies and procedures in order to improve operational efficiencies or internal controls
- Prepare and complete analysis or conduct special audits as directed by Chief Audit Executive, and draft and issue audit reports
- Respond to ad-hoc requests to address control issues on new business processes, policies and processes
- Track and monitor appropriate follow-up actions on audit findings and agreed action by internal stakeholders
- Provide guidance on testing methodologies to evaluate adequacy and effectiveness of controls
- Identify improvement areas of methodology and processes as per best practice and put in place remedial actions
- Develop Internal Audit policies and governance instruments and internal audit methodologies and submit to Chief Audit Executive for further approval
- Ensure maintenance of a comprehensive system for recording all audit plans, work papers, findings, reports and follow-up audits
- Ensure adherence to internal audit methodology and ensure best practices, standards and procedures of company in all audit operations, in accordance with GIAS
- Assist Chief Audit Executive with preparation of reports and required information for the Board and its Committees, as and when required.
- Provide support to CAE in discharging his/her duties and responsibilities with regards to implementing and embedding Combined Assurance Framework principles operationally as approved by ARC int:
 - Develop and maintain policies and frameworks for SAFCOL Combined Assurance model
 - Develop, implement and monitor work plans for Combined Assurance forum
- In consultation with Combined Assurance forum:
 - Establish a common view of business risk and threat themes throughout entity
 - Develop Combined Assurance Plan and coordinate mapping of assurance activities to strategic risks and organisational goals
 - Consolidate assurance activities linked to the strategic and / or key risks of company
- Provide quarterly progress reports against assurance plans to CAE, EXCO and Audit and Risk Committee (ARC)
- Monitor assurance coverage obtained from management, internal assurance providers, and external assurance providers
- Review and update assurance map with input from assurance providers regularly on assurance coverage
- Highlight and review current areas of concern due to either changes in legislation/ emerging and/or existing risks and threats against achievement of organisational objectives
- Monitor and report on control effectiveness to mitigate strategic risks to CAE, EXCO and Audit and Risk Committee
- Prepare draft operational budget for Internal Audit division
- Manage expenditure, report on variances monthly, and formulate mitigating actions for over-expenditure
- Develop and maintain positive working relations with process owners whilst maintaining independence
- Maintain technical and professional standards with all internal and external stakeholders
- Effectively translate Human Capital policies and procedures into Daily Practices and management of internal audit team

Minimum Requirements

- Grade 12
- Bachelor's Degree in Internal Auditing/ Computer Science/ Information Technology/ Audit/ Finance/ Accounting or related field (NQF Level 7)
- Honours Degree in Internal Auditing/ Computer Science/ Information Technology/ Audit/ Finance/ Accounting or related field (NQF Level 8)
- Certified Internal Auditor (CIA) and/or Certified Information Systems Auditor (CISA)
- 5- 8 Years' experience in internal auditing of which at least 3 years' experience leading audit team
- Sound knowledge and experience in auditing include:
 - Operational and financial policies, procedures and controls
 - Information Technology environments for compliance with applicable regulations, internal controls, development frameworks and best practices
 - Safety legislation and
 - Legislation related to State Owned Entities such as PFMA Act
- In-depth understanding of IT governance, control framework such as COBIT and prevailing King Code of Corporate Governance
- Sound knowledge of IFRS and GAAP requirements and SAICA rules
- Valid driver's license

Leadership Competencies

- Strategic Thinking
- Commercial Insight
- Driving Change
- Operational Delivery
- Self-Awareness
- Leading Others

Behavioural Competencies

- Communication Skills & Attention to Detail
- Planning and Organising
- Problem Solving and Analysing
- Stakeholder Engagement and Management

Technical Competencies

- Internal Audit and control Framework
- Control Design and Testing
- Operational and Risk-Based Audit
- System and process analysis
- Risk Management and Corporate Governance

SAFCOL Group is an equal opportunity company with the focus on gender equality and people with disabilities.

Employment Equity will be taken into consideration in terms of all appointments within SAFCOL.

By submitting your CV to SAFCOL, you hereby give permission to circulate your information to the interview panel members for this vacancy only. Your information will not be used for any other position/purpose and will be disregarded after an offer has been made.

Interested qualified individuals can e-mail a concise CV and must submit relevant copies of qualifications in confidence to:

Ms. Nozipho Tembe, Human Capital Practitioner, nozirecruitment@safcol.co.za Tel no: 013 754 2700

Closing date: 28 May 2026

Should you not have received a response within 30 days of the closing date, please consider your application unsuccessful.