



<b>Job Title</b>	<b>Lead Internal Auditor</b>
<b>Business Unit</b>	Finance & GTS
<b>Function/Region</b>	Business Risk & Internal Control
<b>Location</b>	SBP
<b>Leader</b>	Global Head of Internal Audit
<b>People Leadership</b>	Yes
<b>Job Level</b>	4A
<b>Role Purpose</b>	
<p>To support the effective and efficient provision of assurance to the Supervisory Board (via the Audit Committee), the Executive Committee and management concerning the adequacy of the internal control environment and the identification, assessment and management of business risks.</p> <p>To lead and co-ordinate internal audits, control assessments and risk projects across the Group and to contribute to the development and evolution of the Internal Audit function, its methodologies and working practices.</p>	
<b>Accountabilities</b>	
<ul style="list-style-type: none"> <li>• Plan internal audit reviews or projects across disparate geographical areas, spanning financial controls, operational processes and regulatory aspects. Take ownership and deliver these in accordance with agreed working practices, appraising the relevant risks, processes and controls.</li> <li>• Where appropriate, supervise and support the work of guest auditors or third party consultants engaged to support the delivery of an internal audit review or project.</li> <li>• Present conclusions and findings to local management, recommending corrective actions and other improvement suggestions to improve the effectiveness and efficiency of risk management responses.</li> <li>• Agree improvement action plans with responsible management and report the outcomes of audit reviews to management. Monitor the delivery of agreed actions by process owners.</li> <li>• Raise awareness of corporate policies, sharing knowledge and instilling best practices across the Group, working collaboratively with the key stakeholders to support the ambitious business strategy.</li> <li>• Support the development of medium term and annual internal audit plans for submission to the Audit Committee by considering the results of previous work and knowledge of the business, together with industry and wider external developments.</li> <li>• Contribute to the development of corporate governance activities throughout the Group, including ongoing development of risk management frameworks, audit methodologies and governance structures.</li> <li>• Contribute to the personal development of Internal Auditors within the team.</li> <li>• Take ownership of practice management activities to support the continued, effective operation of the Internal Audit function. Examples may include refining tools and methodologies, enhanced status reporting and coordinating resources.</li> <li>• Demonstrate behaviours in line with our diversity and inclusion aim, which is to create and promote a diverse and inclusive culture at WG&amp;S where ideas, differences and views are respected and where all employees are encouraged to create their own personal legacy.</li> </ul>	



## Values



**BE PROUD**  
We are proud of our brands, our heritage, and our commitment to superior quality in our products



**BE RESPONSIBLE**  
We expect every individual and their teams to be accountable and to perform to their full potential



**BE SUSTAINABLE**  
We wish to make a positive contribution to our communities and to our environment



**BE PROFESSIONAL**  
We value integrity, transparency, professionalism and constructive debate within a team working culture



**BE ENTREPRENEURIAL**  
We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement



**THINK LONG TERM**  
We are proud of our brands, our heritage, and our commitment to superior quality in our products

## Core Competencies:

### Writing and Reporting

- Writes clearly, succinctly and correctly.
- Writes convincingly in an engaging and expressive manner and avoids the unnecessary use of jargon or complicated language.
- Writes in a well-structured and logical way.
- Structures information to meet the needs and understanding of the intended audience.

### Relating and Networking

- Establishes strong relationships with customers and staff.
- Builds wide and effective networks of contacts inside and outside the organisation.
- Relates well to people at all levels.
- Manages conflict.
- Uses humour appropriately to enhance relationships with others.

### Adapting and Responding to Change

- Adapts to changing circumstances.
- Accepts new ideas and change initiatives.
- Adapts interpersonal style to suit different people or situations.
- Shows respect and sensitivity towards cultural and religious differences.
- Deals with ambiguity, making positive use of the opportunities it presents.

### Creating and Innovating

- Produces new ideas, approaches or insights.
- Creates innovative products or designs.
- Produces a range of solutions to problems.
- Seeks opportunities for organisational improvement.
- Devises effective change initiatives.

### Applying Expertise & Technology

- Applies specialist and detailed technical expertise.
- Develops job knowledge and expertise through continual professional development.
- Shares expertise and knowledge with others.
- Uses technology to achieve work objectives.
- Demonstrates appropriate physical co-ordination and endurance, manual skill, spatial awareness and dexterity.
- Demonstrates an understanding of different organisational departments and functions.

### Planning and Organising

- Sets clearly defined objectives.
- Plans activities and projects well in advance and takes account of possible changing circumstances.
- Identifies and organises resources needed to accomplish tasks.
- Manages time effectively.
- Monitors performance against deadlines and milestones.



## **Skills and Qualifications:**

### Essential:

- A qualified accountant or internal auditor with prior experience of leading and supervising small project teams within industry or professional services.
- Previous successful delivery of a range of internal or external audits, or investigations into complex business systems or processes, and the generation of commercially relevant observations and recommendations.
- Excellent interpersonal and influencing skills, coupled with the ability to engage with leaders and process owners throughout the business.
- Appetite to quickly understand and assess complex business processes, often across multiple locations.
- Ability to work autonomously, with remote support and guidance.
- Willingness to travel widely, occasionally at short notice.

### Desirable:

- Previous experience in international business; the food and drink sector or fast moving consumer goods (FMCG) would be desirable.
- Foreign language skills (particularly French, Spanish or Mandarin) would be desirable but are not essential to the role.

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