

Position Title	Senior Manager – Performance and Assurance Audit		
Classification	AO8	Location	Brisbane CBD
Role Type	Permanent, Flexible-Full Time	Hours of work	36.25 hours per week

About the role

As a Senior Manager - Performance and Assurance Audit, you will be part of our client services team which delivers on our range of audits. Your primary focus will be leading a team to deliver performance and assurance audits. You will bring a strong work ethic and desire to build an understanding of the public sector, complex service delivery and better practice principles.

Role responsibilities

In the role of Senior Manager – Performance and Assurance Audit, you will:

- acquire a comprehensive understanding of performance audit topics through
 - researching policy, legislative frameworks, funding arrangements and better practice approaches
 - interviewing clients and stakeholders to understand operating processes, challenges and potential performance improvements
- lead and manage multiple medium to high risk audits ensuring the timely, effective and efficient achievement of QAO objectives including meeting budgets
- exercise professional judgement and ensuring audit findings and conclusions are supported by reliable evidence and documented appropriately
- build team capability to meet current and future demands through supervising, coaching, mentoring and professional development strategies
- undertake quality review of work performed by team members, and overseeing work from external subject matter experts
- develop innovative approaches to audit and organisational improvement opportunities to achieve excellence in client service and cost-effective operations
- build effective and collaborative relationships with audit clients and external stakeholders, including delivery of professional presentations
- prepare and review high-quality internal and external reports (including reports to parliament), ensuring they are written in a clear, concise, and evidence-based manner, and align to QAO's writing style
- ensure adherence to QAO's policies and procedures, audit methodology, Australian Auditing and Assurance Standards and other legislative requirements
- undertake work in other audit teams as allocated
- promote and model the established QAO core values of: Engage, Respect, Inspire, and Deliver
- take reasonable care for your own and others' health and safety; follow health and safety instructions; and support and cooperate with health and safety systems, policies and procedures.

Assessment criteria

For roles within the Queensland Audit Office, assessment is based on the eligible person that is best suited to the position. We will look at your ability to perform the requirements of the role, including the extent to which you have the abilities, aptitude, skills, qualifications, knowledge, experience and personal qualities relevant to

the carrying out of the duties of the position. The ideal applicant for this role will be someone who can demonstrate the following **key attributes** as they apply to the technical responsibilities for the role:

You will be assessed on the following:

- proven ability to lead a team and manage multiple projects whilst delivering outcomes in a timely and cost effective manner
- demonstrated advanced knowledge and experience in research-based activities, internal controls, compliance, audit and assurance methodologies and practices, including attention to detail and quality review skills
- proven ability to apply advanced strategic, analytical, critical thinking and problem-solving skills with the ability to identify client issues, performance improvement opportunities and innovation
- proven ability to manage and create effective relationships with all stakeholders within QAO and across Government and industry sectors to provide insightful and valuable recommendations
- highly developed written and oral communication skills suitable for application to a variety of forums including high level client meetings and reports to Parliament.

Qualifications / Professional registration / Other requirements

Possession of an appropriate tertiary qualification in a relevant discipline e.g. public administration, public policy, justice, law, accountancy, commerce, business, management is **required**.

Relevant audit and/or related experience in areas such as policy development, compliance, internal controls, internal audit, business improvement initiatives or project-based environments is an advantage.

Benefits and conditions

- QAO supports work-life balance with flexible working options, competitive salary and benefits (including 12.75 per cent employer superannuation contributions), generous leave entitlements, career progression opportunities and the chance to make a difference to the people and communities of Queensland.
- QAO employees are employed under the *Auditor-General Act 2009*. Minimum employment conditions are set out in the *Queensland Public Service Officers and Other Employees Award – State 2015* and *State Government Entities Certified Agreement 2023 (Core Agreement)*.
- For a full list of benefits, please see our website here: [Careers FAQs](#).

Pre employment checks

- A current criminal history check is required for applicants recommended for appointment.
- Validity of qualifications will be confirmed with issuing institutions.
- Discipline checking may be undertaken on preferred applicants.



- To be an eligible employee, you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. If you are not an Australian citizen you will need to provide evidence of your residency status or visa, with your right to work (including any conditions / restrictions) prior to engagement. You are required to notify QAO if your right to work in Australia ceases.
- Reference checking will be undertaken prior to any offer of employment.

Additional information

- QAO is committed to building a culture that respects and promotes human rights, inclusion and diversity.
- QAO supports a safe healthy working environment and we encourage applications from people with disability. Please contact recruitment@gao.qld.gov.au if you require any support or reasonable adjustments during the application or recruitment process as QAO are committed to providing a positive and equitable process.
- Recruitment processes may be used to fill future vacancies for same or similar positions.
- Travel will be required as part of this role and will generally involve overnight stays.
- A 6-month probationary period may apply.
- Within one month of commencing employment, the successful applicant is required to disclose any employment as a lobbyist in the preceding 2 years.
- Applicants who have accepted a voluntary medical or early retirement, redundancy or retrenchment from the Queensland Government are required to state this in their application.
- Employees are required to complete an independence declaration on appointment and annually thereafter and have an ongoing obligation to advise any interests that may impact their independence or suitability to undertake the duties of the position.
- Employees are required to abide by the Code of Conduct for the Queensland Public Service.
- A non-smoking policy applies on Queensland Audit Office premises and in all Queensland Government buildings, offices and motor vehicles.

Privacy notice

The Queensland Audit Office collects your personal information and documents relevant to your employment. The collected information will be managed in accordance with the *Information Privacy Act 2009* and will not be disclosed to a third party without your consent, unless required or authorised by law.

About the Queensland Audit Office

Our values and purpose

Our culture is underpinned by four core values which inform how we work with our clients and each other.



On behalf of the Auditor-General, we provide insights to over 600 state and local government clients on how to deliver better public services for Queenslanders.

As the state's independent auditor, we are completely unique. We are vital to Queensland's integrity system of government, giving parliament and the public trusted assurance.



Innovation, teamwork and relationships are at the heart of what we do. We use some of the most contemporary practices and tools in today's professional services industry to:

- deliver high quality audit services
- give the public sector insights on their performance, risks and financial management
- report to parliament on the results of our work
- investigate financial waste and mismanagement
- share best practice across our client base and industry.

The public sector operating environment is diverse and constantly evolving, meaning we work throughout Queensland across a wide range of services from health, education, financial services, local government, tourism, justice and many more.

Our workforce

Our people are our most valuable resource and are proud to be part of our diverse, inclusive, and healthy workplace. Our people are key to achieving our vision of better public services and they are dedicated, engaged and highly skilled.

Our workforce is a mix of around 190 employees who are audit professionals, specialists and support team members. We also engage audit service providers to conduct some of our work, and they are an integral part of our business. We are proud to celebrate our diverse backgrounds.

QAO's Executive Management Group has shared responsibility for audit excellence, innovation and operational performance. Our operating model enables us to deliver our services as one team, with our Assistant Auditors-General overseeing our client services, quality and people. Our client and audit engagement are led by our Directors and Senior Directors.

For more information on our functions and what we are passionate about, visit www.qao.qld.gov.au.

