



Position Title:	Principal, Financial Audit and Related Services	Supervisor Title:	Assistant Auditor General, FARS
Classification:	Executive Lead, Non-OIC	Supervisor Position #:	00034993
Work Unit:	Financial Audit and Related Services	Office:	Office of the Auditor General

CONTEXT

The Office of the Auditor General (OAG) serves and reports to the Legislative Assembly of B.C. by providing independent assessments of the provincial government's operations and financial statements. Staff assist the Auditor General in fulfilling that mandate.

The work of the Auditor General spans all provincial government ministries, as well as Crown corporations, and the broader public sector. The Auditor General's reports are presented to the Legislative Assembly and made public. Through these reports, the Auditor General assists the elected members of the Legislative Assembly to hold government accountable and improve the delivery of services to the public.

JOB OVERVIEW

Reporting to the Assistant Auditor General, Financial Audit and Related Services (FARS AAG), the Principal is accountable for the effective operation of the assigned portfolio and delivery of audits, ensuring the work related to both people and product is aligned with the Financial Audit Coverage Plan (FACP), and the OAG's strategic plan, vision, mission, values, and goals.

ACCOUNTABILITIES

- Works in collaboration with other FARS Principals to develop the FACP for executive review and approval by the Auditor General for presentation to the Select Standing Committee on Public Accounts.
- Works in conjunction with other FARS Principals to develop resourcing and operational plans capable of delivering the annual FACP and other audit commitments; ensures appropriate staffing capacity are established to achieve commitments to audit quality, budgets and timelines.
- Provides recommendations to the FARS AAG regarding audit strategies, planning, policy development, and change initiatives.
- Conducts audit report presentations for ministry executive, audit and finance committees, boards of directors, and CEOs and CFOs of provincial entities.
- Responsible for relationship management of audited entities. Ensures audit staff communicate effectively and provide the highest professional standards and expertise in their interactions and in the execution of their audit work.
- Performs the Engagement Leader role on high-risk financial audits; establishes the audit framework for individual audits; accountable for audit reports, findings, conclusions, and recommendations and for the overall quality of the audit; authorizes release of the signature of the Auditor General on the associated reports.
- Acts as the Engagement Quality Reviewer (EQR); provides independent evaluation of significant audit judgments made by the Engagement Leader; responsible for escalating risks impacting the quality of the work and the reputation of the office to the FARS AAG and to the Auditor General. Provides authoritative advice on strategies to address risks.
- Oversees Engagement Leaders performing lower risk audits and authorizes the release of the Auditor General's signature on associated reports.
- Contributes to the ongoing evaluation and quality improvement initiatives of the OAG's audit products and operations; identifies policy issues and makes recommendations; leads assigned corporate projects and actively participates on working groups and senior management committees.

- Provides input on OAG annual budget development; implements and monitors assigned portfolio allocations; identifies risks and makes recommendations on allocation changes.
- Oversees portfolio human resource functions encompassing recruitment, onboarding, training, development and retention strategies; advances the OAG's commitment to diversity, inclusion, respect, and employee wellbeing.
- Prepares and presents materials to a variety of external parties including other legislative audit offices and committees of the legislature.
- Provides leadership and direction on other public reporting assignments.
- Supervises staff including assignment of work, development and evaluation of performance plans, approvals of leave, and disciplinary processes.

JOB REQUIREMENTS

Education and Experience:

- Canadian Chartered Professional Accountant designation or equivalent.
- Must be eligible for licensing by CPABC to release assurance reports.
- Twelve years experience which must include a minimum of nine years post-designation, progressively responsible experience. This experience must include:
 - Demonstrated experience strategically leading large, complex financial statement audit projects at a senior level; and
 - experience leading, planning, managing, conducting, and reporting financial statement audits in a public sector setting, with a well-developed understanding of public administration and how governments work.
- Progressive project management experience, including project life cycle organization, planning, budgeting, execution, monitoring and controlling, communications management, risk management, and project closing.
- Experience leading a team of professionals, including providing direction, supervision, coaching, mentoring and motivating staff.
- Experience in applying professional standards to guide the quality of audits.
- Experience establishing collaborative relationships with senior leaders and creating and delivering executive-level presentations and written reports for the purpose of decision making.

Preferences

- Preference may be given to candidates who have experience working with Canadian Public Sector Accounting Standards.
- Preference may be given to candidates located in Victoria, B.C. or candidates who are willing/able to relocate to Victoria.

Knowledge, Skills and Abilities

- Understanding of Public Sector Accounting Standards.
- Understanding of International Financial Reporting Standards.
- Agility and adaptability in leading in changing circumstances.
- Understanding quality assurance policies, particularly related to project performance, consultations, EQRs and quality control.
- Ability to lead staff toward the achievement of results.
- Demonstrated ability to develop and maintain collaborative working relationships.
- Demonstrated ability to influence at a senior level and lead multi-faceted, complex projects on behalf of a senior leadership group.
- Ability to lead, develop and critically review strategic plans and major initiatives.
- Ability to create a positive environment that promotes responsible change management.

BEHAVIOURAL COMPETENCIES

Interpersonal Relationships

Conflict management

involves knowledge and skills to engage in two-party/multi-party negotiations and to facilitate third-party intervention or mediation into conflict situations.

Leading Self and Others

Promoting empowerment

involves knowledge and skills in using processes such as delegation and information sharing to enhance subordinate ownership and empowerment over their task and performance.

Achieving Business Results

Designing strategy and structure

involves knowledge and skills in the analysis of the environment, size of the organization, strategy, and use of technology.

Personal Effectiveness

Fostering trust

involves knowledge and skills to build and sustain trust in an organization, and between the leader and his/her colleagues, through integrity, concern for others and consistent behaviour, following through on commitments and open communications.

Equity, Diversity and Inclusion

Cultural agility

is the ability to work respectfully, knowledgeably, and effectively with Indigenous people and/or people from different social, ethnic and/or cultural backgrounds, cultures and identities. It is noticing and readily adapting to cultural uniqueness to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the Office of the Auditor General, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.