



Performance Auditor

Classification: Band 2

Salary: \$76,500 – \$108,100

Job Type: Regular Full-Time

Location: Victoria or Vancouver

An eligibility list may be established for future vacancies.

Do you want to be part of a challenging and rewarding work community?

The Office of the Auditor General of B.C. (OAG) is an independent office of the legislature that contributes to excellence in effective and accountable government. We offer opportunities for career growth, an excellent compensation package, and flexible working arrangements.

Our office promotes trust, cooperation, and teamwork in a diverse, inclusive, and respectful environment. We are committed to creating and reinforcing diversity, equity, inclusion, and psychological safety – creating a safe environment where everyone feels they belong and are encouraged to bring their whole selves to work. We support each other, celebrate our successes, and encourage a healthy work-life balance for everyone. Our staff events are socially, physically, and emotionally nourishing – with lots of great food and fun!

Interested in growing your career? We offer support for your professional development and education and reimbursement of your professional dues. Other benefits include:

- Extended health benefits,
- Policies and benefits to support your personal and family needs,
- Public service pension,
- Life insurance and
- Confidential employee and family assistance program.

Our downtown Victoria location supports collaboration and includes a gym, indoor bike storage, and decks with views of the beautiful Inner Harbour.

About the Role

As part of an audit team, the Performance Auditor assesses the performance of government organizations. This includes examining their efficiency, effectiveness, and economy based on compliance with relevant legislation and policy, good practices, and other criteria. They also assist in developing recommendations based on audit findings and drafting components of the final audit reports for submission to the Legislative Assembly.

The Performance Auditor will participate in audits of government organizations, helping to develop audit plans, collect and analyze data, and prepare and present final reports.

The Performance Auditor assesses an organization's ability to efficiently and effectively achieve its desired outputs and outcomes in accordance with audit standards by using:

- Varied research methods;

- Principles of program evaluation and strategic planning; and
- Analysis of performance reporting.

Accountabilities

- Contributes to audit topic selection by researching and analyzing information and participating in team discussions.
- Contributes to the development of the audit plan by performing research and analysis, documenting feedback from reviewers and those we audit, and participating in team discussions.
- Performs, and clearly documents the results of, basic audit procedures such as observation, inspection of documents and records, analysis of performance and financial data, surveys, and interviews to understand and evaluate the operations of those we audit.
- Clearly and logically documents the result of analysis with direction and coaching from the Performance Audit Manager and/or Senior Performance Auditor as needed.
- Communicates risks related to the quality of information gathered to the Senior Performance Auditor or Performance Audit Manager to allow for the adjustment of the evidence collection strategy during the audit.
- Helps draft reports, presentations or other materials to communicate findings with internal and external parties.
- Completes assigned tasks on time, proactively communicating the status, potential risks and delays to the Performance Audit Manager or Senior Performance Auditor.
- Proactively solves problems related to evidence gathering and analysis, consulting with the Senior Auditor and/or the Performance Audit Manager as needed.
- Actively seeks, and appropriately responds to, feedback to ensure work meets office standards.
- Actively seeks and participates in learning and development opportunities to build a thorough understanding of audit standards, techniques, and the office's methodology.
- Contributes to corporate and portfolio initiatives as assigned.

Job Requirements

Education and Experience:

- Bachelor's degree in a field related to the mandate of the office.
 - Fields related to the mandate of the office include business, accounting, law, economics, public administration, political science, environmental science, engineering, health, social services, or transportation.
- A minimum of one-year related experience.
 - Related experience includes performance audit, internal audit, program evaluation, policy development, legal or legislative analysis, and/or applied research.

Preferences:

- A master's degree or equivalent (e.g., CPA designation, CIA Certification, law degree) in a field related to the mandate of the office.
- Performance audit experience in a legislative audit office.
- Internal audit or program evaluation experience in the public sector.

- 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:

- Project Management
 - Completes assignments within approved timeline and budget while meeting expectations for quality.
- Team and Relationship Building
 - Collaborates effectively within a team environment.
 - Embraces diversity and works as part of a culture of inclusion.
- Communication
 - Communicates in a clear, fair and objective manner with external parties, team members and supervisors.
 - Writes in a manner that ensures work is clear, concise, logical, and persuasive.
- Audit Methods and Standards
 - Applies different information gathering and analytic techniques to reach a conclusion.
 - Willingness to learn the office's audit methodology.
 - Able to learn and use new technologies and audit tools as they become available.
 - Knowledge of public administration.

Conditions

- Must be eligible to work in Canada (Permanent Resident, Canadian Citizenship).
- Successful completion of security screening requirements of the B.C. public service, which may include a criminal record check, and/or *Criminal Records Review Act* check, and/or enhanced screening checks as required.
- Be flexible regarding ongoing changes in responsibilities, assignments, and corporate structures.
- We support a flexible hybrid work environment. However, you must be able to work in the office when required by your supervisor.

Please see the attached job profile for a full description of the accountabilities and required qualifications.

How to Apply

To be considered for this role candidates must submit the following to hr@bcauditor.com in PDF format:

1. Resume. **Your resume must include whether you are eligible to work in Canada as a permanent resident or Canadian citizen or if this is temporary.**
2. Qualifications matrix

Failure to provide the required documents listed above in PDF format will result in your application being unsuccessful.

Applications will be accepted from Monday, Dec.1, until Monday, December 15, 2025 at 11:59 p.m..

We encourage candidates of all backgrounds and all abilities to apply. We invite candidates to ask for help if they need accommodations for the job application process.

For more information, please contact hr@bcauditor.com.