



Position Title: Director, Financial Audit and Related Services (FARS)	Supervisor Title: Principal, FARS
Classification: Band 4	Supervisor Position #: TBD
Work Unit: Financial Audit and Related Services	Organization: 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 Principal, FARS, the Director, FARS, is responsible for ensuring audits are designed and carried out in compliance with office policies, professional standards, and the office's system of quality management. The Director runs multiple concurrent audits of government organizations and routinely makes informed professional judgments on complex technical and strategic audit issues.

Accountabilities

- Directs the planning, conducting, and reporting on several concurrent government audits, primarily financial statement audits, in accordance with the latest applicable Canadian accounting and auditing professional standards and office methodologies.
- Maintains considerable subject matter expertise in financial statement audits. These audits require credible specialists with valid professional accounting designations.
- Ensures project work meets performance targets, approved budgets, and timelines while navigating competing priorities.
- Contributes to the identification and resolution of significant accounting or auditing issues arising from audit projects.
- Builds and manages relationships with the audited entities from the initial planning stages, through audit delivery and evaluation of the audit process.
- Acts as an engagement leader with the overall responsibility for the performance of the engagement and the quality of the file. This includes supervising and reviewing the underlying work and recommending issuance of a report that is appropriate in the circumstances.
- Coaches staff and engagement managers on unusually complex accounting and auditing issues.
- Escalates and consults on significant matters and ensures any concerns have been appropriately addressed.
- Participates in the presentation of assurance engagement plans, findings, and recommendations before senior executive committees of auditees, audit committees, or internal executives.
- Supervises staff and provides direction to project teams of professional staff and contracted resources as required.
- Monitors and assesses staff's use of time, including assessing whether staff are using time productively and ensuring that work commitments and expectations are met.

- Participates in staff development discussions and performance appraisals, and provides direction and mentorship to project team members and direct reports.
- Contributes to creating competent, committed, and professional project teams able to work together in an atmosphere of mutual trust and respect.
- Possesses effective communication skills and the ability to build credibility, trust, and cooperation while maintaining strong long-term working relationships with auditees, realizing that issues raised during the course of audit engagements may be of a sensitive nature.
- Contributes to strategic and administrative project management including budget development, work plan development, and human resource management decisions.
- Leads or provides significant contributions in one or more corporate initiatives and is able to perform an engagement manager role on a performance audit (or similar engagement) when required.
- Remains current with developments in the accounting and auditing professions, including maintaining a current knowledge of Canadian Generally Accepted Accounting Principles (GAAP) and Generally Accepted Auditing Standards (GAAS).

Job Requirements

Education and Experience:

- A professional accounting designation, i.e., Canadian CPA or an equivalent international accounting designation with eligibility for membership in good standing with CPABC.
 - Applicants who have attained their CPA designation after 2015 must demonstrate completion of the assurance module.
 - Successful applicants with an international accounting designation will be asked to complete the steps necessary in order to obtain a Canadian CPA designation.
- A minimum of five years post-designation progressively responsible experience leading financial statement audits, including responsibility for planning, conducting, and reporting audit/assurance activities in accordance with Canadian GAAS, and managing project teams.

Knowledge, Skills, and Abilities:

- Advanced knowledge of Canadian GAAP and GAAS.
- Problem-solving and analytical skills.
- Effective written and verbal communication skills.
- Understanding of quality assurance policies, particularly related to project performance, consultations, engagement quality review and quality management.
- Ability to lead staff toward the achievement of results.
- Demonstrated ability to develop and maintain collaborative working relationships.
- Ability to create a positive environment that promotes responsible change management.

Preferences

- Experience working with Public Sector Accounting Standards (PSAS).
- Experience with Canadian Standards on Assurance Engagements (CSAE) 3001 Direct Engagements (performance audit).
- Experience working with CaseWare software.
- Candidates located in Victoria, B.C. or candidates who are willing/able to relocate to Victoria.

BEHAVIOURAL COMPETENCIES

Leading Self and Others

Change Management

The ability to support a change initiative that has been mandated within the organization. It involves helping the organization's members understand what the change means to them and providing the ongoing guidance and support that will maintain enthusiasm and commitment to the change process. People

	with this competency willingly embrace and champion change. They take advantage of every opportunity to explain their vision of the future to others and gain their buy-in.
Holding People Accountable	Involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.

Achieving Business Results

Managing Organizational Resources	The ability to understand and effectively manage organizational resources (e.g., people, materials, assets, budgets). This is demonstrated through measurement, planning and control of resources to maximize results. It requires an evaluation of qualitative (e.g., client satisfaction) and quantitative (e.g., service costs) needs.
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Equity, Diversity and Inclusion Competencies

Cultural Agility	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 in order 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.
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