Lepelle Northern Water (LNW) is a Water Board established in terms of Water Services Act No 108 of 1997 as a bulk water supply and related water services provider, operating several water purification works and wastewater treatment schemes in the Limpopo Province.

VACANCIES

APPLICATIONS ARE HEREBY INVITED FOR THE FOLLOWING VACANCIES: -

(INTERNAL & EXTERNAL ADVERTISEMENT)

DEPARTMENT: CHIEF EXECUTIVE

INTERNAL AUDIT MANAGER – (REF NO. HRM/35/26)

LOCATION: HEAD OFFICE

MINIMUM SALARY: R994 192.10 per annum on a D-Lower Paterson Broadband (All inclusive)

Minimum Job Requirements: Bachelor of Technology or Bachelor's Degree in Internal Audit with 5 years working experience in Internal Audit and at least 3 years at supervisory level. Intermediate IT and Performance Audit exposure/ experience. A valid driver's license is a prerequisite. Registration with the Institute of Internal Auditors South Africa is essential. Post-Graduate Degree in internal auditing or Accounting Sciences and Registration with other governance-related institutes such as IRMSA will be an added advantage.

Competencies Required: ♦ Quality Orientation ♦ Persuasiveness♦ Business Acumen♦ Advanced Planning, Organising and Monitoring Skills ♦ Communication (Oral & Written) ♦ Advanced Problem Solving and Analysis ♦ Creativity and Innovation ♦ Commercial Awareness♦ Action Oriented ♦ Interpersonal Sensitivity ♦Personal Motivation ♦ Resilience ♦ Flexibility. ♦Microsoft Applications ♦ Audit Software and Data Analysis Software ♦ Audit Management System.

Key Responsibilities: Reporting to the Chief Audit Executive, the incumbent will be responsible for: ♦ managing or supervising specialised Audit engagements such as

Investigations, Ad Hoc Audits, IT Audits, Performance Audits, Compliance Audits, Probity Audits etc. ♦ Performing continuous assessments of all the risk-based audits ♦Developing manuals and implement the Quality Assurance & Improvements Program to identify gaps and ensure continuous improvement of the IAA. ♦ Effectively provide valuable contributions to the drafting and implementation of the Three-Year Rolling and Annual Specialised Internal Audit Plans. ♦ Managing specialised audit engagements/projects and performance of sub-ordinates by providing ongoing supervision, training and coaching. ♦ Reviewing and ensuring that all Specialised audit projects are conducted in line with the IIA Standards ♦ Reviewing all Specialised Audit Files (manual or electronic) and sign-off planning, execution and reporting stages of the audits. ♦ Timeously reporting on all Specialised project activities of the IAU to the CAE on an ongoing basis ♦ Manage effective Implementation of the IA Charter and IA Policies, adherence to IIA IPPF (including Global Internal Audit Standards and the consulting engagements and ensure that the selected and appropriate consulting tools and techniques are applied. ♦ Facilitate the coordination of other assurance providers in the organization. ♦Review all the IA Reports and IA Action Plans Progress to make an assessment of whether management has accepted the level of risk that is unacceptable to the organisation and prepare a report to the CAE. ♦ Assisting the CAE with all non-audit related activities to ensure compliance with IIA Standards. ♦ Summarise all audit/ consulting findings/ results from various assurance reports into a central tracking/Action Plan register/ database for follow-up and monitoring purposes. ♦Manage the IA Findings Database and keep all its components up to date. ♦ Perform the Internal Audit risk assessments on a quarterly basis using the Final IA and Investigation Reports adopted by ARC and the Board and all other information provided by the CAE. ♦ Update the Audit Universe and link it to the Process Tree on a quarterly basis. ♦ ♦ Manage the timesheets of all IAU staff members, assess efficiency, make recommendations on how to improve the balance between Assurance vs. Consulting vs. Administration and report to the CAE on a quarterly basis. ♦ Review all the comments on IA Findings Action Plans progress, proactively engage the relevant managers on issues identified, risks and advise on ways to timeously resolve IA Findings. ♦ Manage administration of the Internal Audit Electronic Systems on a continuous basis. ♦ Monitor the implementation of IA Continuous Development Program and report to the CAE. ♦ Develop or review and facilitate the Quality Assurance & Improvement Program to ensure continuous improvement of the IAU and report to the CAE. ♦ Report progress on the implementation of Quality Assurance & Improvement Program to the CAE on a regular basis. ♦ Perform the quality assurance ongoing and periodic assessments and report to the

CAE. ♦ Develops and enter into performance management agreements with the CAE in line with the organisational strategic objectives. ♦ Conducts periodic and quarterly self-appraisals for discussions with the CAE. ♦ Develops individual Personal Development Plan for career advancement. ♦ Ensures compliance with all the health, safety and environmental requirements.

CLOSING DATE: 25 NOVEMBER 2026

An application letter together with a detailed CV, certified copies (of not more than six (6) months) of qualifications and a valid driver's license must be addressed to: Human Resource Manager, Lepelle Northern Water, Private Bag X9522, Polokwane, 0700. Alternatively, applications can be e-mailed at recruitment@lepelle.co.za . Failure to attach the above-mentioned required documents will disqualify your application.

IMPORTANT: Appointment will be made in accordance with Lepelle Northern Water's Employment Equity Policy and Plan. Preference will be given to females, Indians, Coloureds and persons with disabilities. Recommended candidate will be subjected to the following checks: qualifications, criminal, employment history and security vetting. Appointable candidate will be subjected to competency assessment. Lepelle Northern Water reserves the right not to make appointment to the post advertised.

NB: Should you not receive correspondence from Lepelle Northern Water within 2 months after the closing date, please consider your application as being unsuccessful. Lepelle Northern Water reserves the right not to make appointment to the post advertised.