Mission
To invest in the dreams of families in the world’s underserved communities as we proclaim and live the Gospel.

Method
We share the hope of Christ as we provide biblically based training, saving services, loans that restore dignity and break the cycle of poverty.

Motivation
The love of Jesus Christ motivates us to identify with those living in poverty and be His hands and feet as we strive to glorify God.

Associate Director of Internal Audit - Microfinance

JOB DESCRIPTION
The Associate Director of Internal Audit - Microfinance is responsible for leading the organization’s audit activity in all microfinance programs across the globe, including Africa, Latin America, Asia, and Eastern Europe.

LOCATION: United States; Kigali, Rwanda; Nairobi, Kenya; other remote locations considered

DEPARTMENT: Internal Audit

REPORTS TO: Senior Director of Internal Audit

MANAGES: Regional Internal Audit Managers of microfinance programs

BAND: Senior Professional

STATUS: Exempt, domestic; or independent consultant
FULL SUMMARY

The Associate Director of Internal Audit - Microfinance is responsible for leading the organization’s audit activity in all microfinance programs across the globe, including Africa, Latin America, Asia, and Eastern Europe. The work includes developing and implementing the internal audit plan and issuing the required internal audit reports. It also includes carrying out a comprehensive program that provides assurance designed to add value and improve HOPE International microfinance programs’ risk management, control, and governance processes.

RESPONSIBILITIES

Promote and contribute to the fulfillment of HOPE International’s mission and vision.

Oversee audit activities of HOPE International’s microfinance programs across the globe in accordance with established internal standards and external regulations for efficiency, accuracy, and security.

Lead and support regional internal audit managers of microfinance programs.

Work with HOPE International Internal Audit team in evaluating and identifying microfinance programs’ risks and developing audit objectives, plans, and scope.

Ensure the efficient and effective completion of the following items:

Seeing that the approved audit programs are carried out.

Determining that work papers support the findings.

Ensuring that reports are accurate, objective, clear, concise, constructive, and timely.

Determining that objectives are met.

Assist senior director of internal audit in presenting results of work performed to senior management and the board audit committee; assist senior director of internal audit in budgeting and re-forecasting of the internal audit department.

Participate in the review and approval of the detailed audit programs tailored to each audit objective or department to assure that no specific tests or activities necessary for the audit are overlooked and to assist in preventing ineffective audit techniques from being performed.

Maintain all organizational and professional ethical standards and ensures internal audit activities are carried out in compliance with the International Standards for the Professional Practice of Internal Auditing. Ensure the adequacy of audit scope, the adequacy of testing performed, and the accuracy of conclusions reached.

Interact with personnel throughout HOPE International microfinance programs, particularly those being audited, to resolve audit issues, achieve the desired improvement actions and maintain a harmonious working relationship while preserving integrity of audit reports.

Pursue professional development opportunities, including external and internal training and professional association memberships.
Perform related work as assigned by the internal audit team.

Assist in fraud investigations as required and direct audit staff of HOPE International microfinance programs as needed.

**QUALIFICATIONS**

Personal confession of Christian faith and commitment to the mission and vision of HOPE International.

Bachelor’s degree with a business administration, finance, or accounting concentration.

Five years of accounting, external audit, or internal audit experience, or an equivalent combination of audit and management positions in microfinance and/or financial services covering business analysis, operations, and finance.

Experience with managing diverse global or regional teams.

Familiarity with ethics in general and the common indicators of fraud in particular.

Considerable skill in effective verbal and written communications, including active listening skills and skills in presenting findings and recommendations.

Ability to travel, as needed, up to 45 days.

Professional certification including Chartered Accountant, Certified Public Accountant, Certified Internal Auditor, or Certified Fraud Examiner will be an added advantage.

**HOW TO APPLY**

Apply online at [https://www.hopeinternational.org/take-action/careers](https://www.hopeinternational.org/take-action/careers). Due to the anticipated volume of candidates, we are unfortunately unable to respond to phone calls or individual inquiries.