



ADVERTISEMENT

(PERSAL Appointment - Full Time Permanent)

APPLICATIONS ARE AWAITED FROM SUITABLY QUALIFIED PERSONS FOR APPOINTMENT IN THE FOLLOWING POSITION:

ASD: Internal Audit and Quality Assurance: on SL9
with basic salary between R468 459,00 and R561 894,00 p.a. excluding benefits.

Location: Central Office - (Upington)

Post Reference No: NCRTVET/645/12/2025/SUP/PO/IAQA/CTO/06

We are looking for a dedicated and experienced Assistant Director - Internal Audit and Quality Assurance to join our dynamic team. The successful candidate will be instrumental in overseeing the internal audit function and ensuring the quality of our audit processes. This role requires a professional who can lead, strategize, and execute with a high level of integrity and precision.

Minimum Requirements:

Appropriate recognized Bachelor's degree/National Diploma (NQF Level 6) or equivalent qualification in Auditing, Accounting, Financial Management, or a related field.

Minimum 5 years of experience in internal auditing, with at least 3 years in a supervisory or management role.

Demonstrated knowledge of audit methodologies, risk management, and governance principles.

Excellent report-writing and communication skills.

Ability to work independently, manage a team, and meet tight deadlines.

Recommendations:

Knowledge:

Internal Audit Standards: In-depth knowledge of the Institute of Internal Auditors' (IIA) International Standards for the Professional Practice of Internal Auditing (Standards).

Risk Management and Governance: Expertise in applying risk management and corporate governance frameworks.

Financial and Operational Auditing: Comprehensive knowledge of auditing principles, procedures, and best practices.

Legislation and Regulations: Familiarity with relevant public sector legislation, such as the Public Finance Management Act (PFMA) and Treasury Regulations.

Skills:

Leadership and Management: Proven ability to lead and mentor a team of auditors.

Analytical and Critical Thinking: Strong ability to analyze complex data, identify control weaknesses, and recommend effective solutions.

Communication: Excellent written and verbal communication skills for presenting audit findings and recommendations to senior management and audit committees.

Planning and Organization: Ability to plan, execute, and manage multiple audit engagements simultaneously.

Problem-Solving: Proficiency in resolving complex audit-related challenges and disputes.

Experience:

Audit Management: A minimum of 5 years of experience in an internal audit environment, with a focus on managing audit projects and teams.

Quality Assurance: Practical experience in developing and implementing quality assurance and improvement programs (QAIP) for the internal audit function.

Report Writing: Proven experience in drafting high-quality, comprehensive audit reports for various stakeholders.

Stakeholder Engagement: Experience in engaging with senior management, external auditors, and audit committee members.

Additional Qualifications:

A Bachelor's degree in Auditing, Accounting, Financial Management, or a related field is a prerequisite.
A relevant professional certification such as a Certified Internal Auditor (CIA), Chartered Accountant (CA), or similar is highly desirable and will be a significant advantage.

Key Result Areas:

The preparation and execution of the internal audit plan.
The provision of secretarial support services to the audit committee.
Ensure that processes needed for quality management systems are established, implemented and maintained.
Oversee the development, implementation and monitoring of policies.
Management of staff development.

CLOSING DATE FOR APPLICATIONS: Friday, 09 January, 2026

Only fully completed and online submitted applications, on the relevant website provided, are valid applications that will be accepted as an official application. You can use the following link to apply for this position:

<https://ncrz83.ngnscan.co.za/>

No physical/written/emailed application may be submitted for this position, in which case such applications will be discarded and excluded from the Recruitment and Selection processes.

Enquiries: Mr. PJ Reyneke (Tel: 0871882061)

PLEASE NOTE THE FOLLOWING:

The College is an equal opportunity, affirmative action employer.
Disabled persons with the relevant qualifications are encouraged to apply for this position.
The prescribed Z83 application form as well as your CV must be completed and uploaded online when applying for this position. Incomplete and unsigned Z83 forms and the absence of a CV, will disqualify your application.
Correspondence will only be entered into with candidates that were short-listed.
Applications received after the closing date and time will not be considered for the post.
By applying, the applicant agrees and accepts that it is at the sole and absolute discretion of the NCR TVET College to list or not to shortlist the applicant regarding any vacant post at any site of the employer.
If there is no response received within six weeks after the closing date, please regard your application as unsuccessful.
The NCR TVET College reserves the right not to fill this post.