

Position Title	Assistant Manager		
Classification	AO6	Location	Brisbane CBD
Role Type	Permanent, Flexible-Full Time	Hours of work	36.25 hours per week

About the role

As an Assistant Manager, you manage a team for a number of low to medium risk audits or provide support on high-risk audits.

Role responsibilities

In the role of Assistant Manager, you will:

- take the lead role in supervising, directing, and reviewing the team's working papers and the work of experts to ensure consistent quality
- apply sound professional judgement to analyse and evaluate audits to provide recommendations
- contribute to the scoping and implementation of business plans, projects, and work schedules, ensuring the timely, effective, and efficient achievement of business objectives
- ensure problem resolution, continuous improvement, and change management occurs in line with QAO objectives and business needs
- ensure adherence to QAO's audit methodology, Australian Auditing and Assurance Standards, and Australian Accounting Standards
- promote and model the established QAO core values of: Engage, Respect, Inspire, and Deliver
- take reasonable care for your own and others' health and safety; follow health and safety instructions; and support and cooperate with health and safety systems, policies, and procedures.

Assessment criteria

For roles within the Queensland Audit Office, assessment is based on the eligible person that is best suited to the position. We will look at your ability to perform the requirements of the role, including the extent to which you have the abilities, aptitude, skills, qualifications, knowledge, experience, and personal qualities relevant to the carrying out of the duties of the position. The ideal applicant for this role will be someone who can demonstrate the following **key attributes** as they apply to the technical responsibilities for the role:

You will be assessed on the following:

- demonstrated ability to:
 - manage a team for low to medium-risk audits to achieve agreed outcomes
 - contribute to the delivery of high and medium-risk audits
- demonstrated ability to apply knowledge and experience in the application of audit and assurance methodologies, and accounting policy and practices
- demonstrated ability to build productive working relationships with all stakeholders within QAO and external clients
- well-developed written and oral communication skills suitable for client meetings and preparing audit client reports
- well-developed analytical and problem-solving skills with the ability to apply innovative ideas, the latest technologies, and new techniques whilst ensuring appropriate principles are maintained.

Qualifications / professional registration / other requirements

Possession of an appropriate tertiary qualification in a relevant discipline (e.g. accountancy, commerce, business, management, public administration) is **required**.

Membership of, or working towards membership of, CPA Australia or Chartered Accountants Australia and New Zealand (CAANZ) is **highly regarded** for this role.

Benefits and conditions

- QAO supports work-life balance with flexible working options, competitive salary and benefits (including 12.75 per cent employer superannuation contributions), generous leave entitlements, career progression opportunities, and the chance to make a difference to the people and communities of Queensland.
- QAO employees are employed under the *Auditor-General Act 2009*. Minimum employment conditions are set out in the *Queensland Public Service Officers and Other Employees Award – State 2015* and *State Government Entities Certified Agreement 2023 (Core Agreement)*.
- For a full list of benefits, please see our website here: www.qao.qld.gov.au/careers/careers-faqs.

Pre employment checks

- A current criminal history check is required for applicants recommended for appointment.
- Validity of qualifications will be confirmed with issuing institutions.
- Discipline checking may be undertaken on preferred applicants.
- To be an eligible employee, you must be an Australian citizen, have permanent residency status, or a visa permitting you to work in Australia. If you are not an Australian citizen you will need to provide evidence of your residency status or visa, with your right to work (including any conditions / restrictions) prior to engagement. You are required to notify QAO if your right to work in Australia ceases.
- Reference checking will be undertaken prior to any offer of employment.

Independence

QAO is the independent auditor of all Queensland public sector and local government entities. Not being independent, or not being seen to be independent, is a significant risk to our reputation and mandate.

Our independence is demonstrated through our integrity, objectivity, impartiality, and professional scepticism.

APES 1—*Code of Ethics for Professional Accountants* defines 2 types of independence:

- independence of mind where we can express conclusions without being affected by influences that compromise professional judgement
- and independence in appearance, whereby we must consider the perceptions of third parties regarding the auditor's independence.

To meet our professional obligations, QAO needs to understand your individual circumstances and relationships and assess whether these could be a threat to independence. Most threats are manageable (e.g. by not being assigned to specific audits), and we can apply safeguards, but we need to know about them.

Successful applicants, on acceptance of an offer of employment, and annually thereafter:

- are required to complete an independence declaration
- must disclose to the Auditor-General any previous employment as a lobbyist in the last 2 years.

Employees of the Queensland Audit Office:

- have an ongoing obligation to advise any perceived or actual conflicts of interest that may impact their independence or suitability to undertake the duties of the position
- are required to complete an annual independence declaration and are required to resolve any conflicts of interest
- are required to abide by the Code of Conduct for the Queensland Public Service.

Additional information

- QAO is committed to building a culture that respects and promotes human rights, inclusion, and diversity.
- QAO supports a safe healthy working environment and we encourage applications from people with disability. Please contact recruitment@qao.qld.gov.au if you require any support or reasonable adjustments during the application or recruitment process as QAO are committed to providing a positive and equitable process.
- Recruitment processes may be used to fill future vacancies for same or similar positions.
- Travel will be required as part of this role and will generally involve overnight stays.
- A 6-month probationary period may apply.
- Applicants who have accepted a voluntary medical or early retirement, redundancy or retrenchment from the Queensland Government are required to state this in their application.
- Employees are required to complete an independence declaration on appointment and annually thereafter and have an ongoing obligation to advise any interests that may impact their independence or suitability to undertake the duties of the position.
- A non-smoking policy applies on Queensland Audit Office premises and in all Queensland Government buildings, offices, and motor vehicles.

Privacy notice

The Queensland Audit Office collects your personal information and documents relevant to your employment. The collected information will be managed in accordance with the *Information Privacy Act 2009* and will not be disclosed to a third party without your consent, unless required or authorised by law.

About the Queensland Audit Office

Our values and purpose

Our culture is underpinned by 4 core values which inform how we work with our clients and each other.



Engage



Respect



Inspire



Deliver

On behalf of the Auditor-General, we provide insights to over 600 state and local government clients on how to deliver better public services for Queenslanders.

As the state's independent auditor, we are completely unique. We are vital to Queensland's integrity system of government, giving parliament and the public trusted assurance.

Innovation, teamwork, and relationships are at the heart of what we do. We use some of the most contemporary practices and tools in today's professional services industry to:

- deliver high-quality audit services
- give the public sector insights on their performance, risks, and financial management
- report to parliament on the results of our work
- investigate financial waste and mismanagement
- share best practice across our client base and industry.

The public sector operating environment is diverse and constantly evolving, meaning we work throughout Queensland across a wide range of services from health, education, financial services, local government, tourism, justice, and many more.

Our workforce

Our people are our most valuable resource and are proud to be part of our diverse, inclusive, and healthy workplace. Our people are key to achieving our vision of better public services and they are dedicated, engaged, and highly skilled.

Our workforce is a mix of around 215 employees who are audit professionals, specialists, and support team members. We also engage audit service providers to conduct some of our work, and they are an integral part of our business. We are proud to celebrate our diverse backgrounds.

QAO's Executive Leadership Team has shared responsibility for audit excellence, innovation, and operational performance. Our operating model enables us to deliver our services as one team, with our Assistant Auditors-General overseeing our client services, quality, and people. Our client and audit engagement is led by our Senior Directors.

For more information on our functions and what we are passionate about, visit www.qao.qld.gov.au.

