



AUDIT, RISK,  
AND COMPLIANCE  
VIRGINIA TECH.

***NOW HIRING***

# Director of Internal Audit

—  
Virginia Tech





# About Virginia Tech

Dedicated to its motto, *Ut Prosim* (That I May Serve), Virginia Tech pushes the boundaries of knowledge by taking a hands-on, transdisciplinary approach to preparing scholars to be leaders and problem-solvers. A comprehensive land-grant institution that enhances the quality of life in Virginia and throughout the world, Virginia Tech is an inclusive community dedicated to knowledge, discovery, and creativity.

Founded in 1872, Virginia Tech offers more than 280 majors to a diverse enrollment of more than 36,000 undergraduate, graduate, and professional students in eight undergraduate colleges, a school of medicine, a veterinary medicine college, Graduate School, and Honors College. The university has a significant presence across Virginia, including the Innovation Campus in Northern Virginia; the Health Sciences and Technology Campus in Roanoke; sites in Newport News and Richmond; and numerous Extension offices and research centers. A leading global research institution, Virginia Tech conducts more than \$500 million in research annually.



# About Blacksburg

Blacksburg, some 12,000 acres nestled in a plateau between the Blue Ridge and Alleghany mountains, is special. Home to over 45,000 local residents, the town is considered small, but don't let its size or location fool you. Because of its award-winning services, reasonable cost of living, safety, moderate climate, and abundant leisure activities, Blacksburg is consistently ranked among the country's best places to live and has earned a reputation nationwide as a well-managed, stable, and forward-looking community.



# About the Office of Audit, Risk and Compliance

The Office of Audit, Risk, and Compliance (OARC) performs comprehensive assurance services through independent internal audits and advisory activities, the university risk management process, and the institutional compliance program. OARC helps the university accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. OARC's mission is to enhance value through providing strategic insight, enabling informed decisions, and promoting integrity and compliance. OARC serves as a proactive partner with management and staff to evaluate and assess institutional risk mitigation strategies, business processes, internal controls, and compliance mechanisms.

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## 1. ***Audit:***

Provide independent, objective assurance and advisory activities designed to add value and improve university operations.

## 2. ***Risk Management:***

Provide oversight of the enterprise risk management (ERM) program by identifying, assessing, and managing risk by working with risk owners within the ERM process.

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## 3. ***Compliance:***

Provide oversight of the institutional compliance program and the distributed processes that support compliance across the university by working with subject matter experts and compliance risk owners.



## THE OPPORTUNITY

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The Director of Internal Audit (Director) reports to the Chief Audit Executive and is responsible for empowering the internal audit team towards completion of the annual audit plan. The Director provides management direction in the planning, executing, and reporting all engagements. The Director is also responsible for executing a quality assurance review of the audit work to ensure compliance with departmental and professional standards. The incumbent will be a proactive partner to colleagues throughout the University. This is a hands-on position which interfaces with senior levels of management, as well as planning, conducting, and/or directing audit engagements. The incumbent must be detail, action, solution, and results oriented and dedicated to continuous improvement. The Director will:

- Maintain the highest level of ethics, integrity, and objectivity.
- Provide leadership to internal audit staff including mentoring and development.
- Apply critical analysis to data, processes, and/or policies that adds value to a given engagement.
- Plan, organize, direct, and/or conduct financial, operational, compliance, and information systems engagements in compliance with the Institute of Internal Auditors (IIA) Global Internal Audit Standards and other standard frameworks.
- Lead and/or supervise work of audit staff, review scope statements, programs, internal control questionnaires, work papers, and assure timely progress and successful completion of engagements.
- Keep the Chief Audit Executive updated on the progress of engagements, major findings, and problems encountered. Attention to detail and project management is an integral component of the job.
- Provide professional reports supported by competent and evidential data, partner with clients to develop recommendations to improve controls and systems, and conduct entrance and exit conferences.
- Develop and maintain thorough knowledge of university systems and utilize advanced techniques (e.g., analytics, AI).
- Propose and implement department-level process improvements.

## REQUIRED QUALIFICATIONS:

- A minimum of ten years of progressive experience in auditing, risk management, or related field, with at least five years in engagement-level leadership, or higher, roles.
- A bachelor's degree in business, business intelligence, or related field.
- A professional certification as a Certified Internal Auditor, Certified Information Systems Auditor, or Certified Public Accounting, and/or other equivalent and relevant professional certification.
- Demonstrated experience in successfully directing and conducting financial; operational; compliance; fraud, waste, and abuse; and information systems engagements through all phases and varying types of review modalities.



- Comprehensive understanding of and demonstrated experience in identifying, evaluating, and communicating risks, controls, and common assessment frameworks.
- Demonstrated team building, training, supervisory, mentoring, and leadership skills within a hybrid working environment.
- Expertise in managing engagements in alignment with the Institute of Internal Auditors' Global Internal Audit Standards.

## **PREFERRED QUALIFICATIONS:**

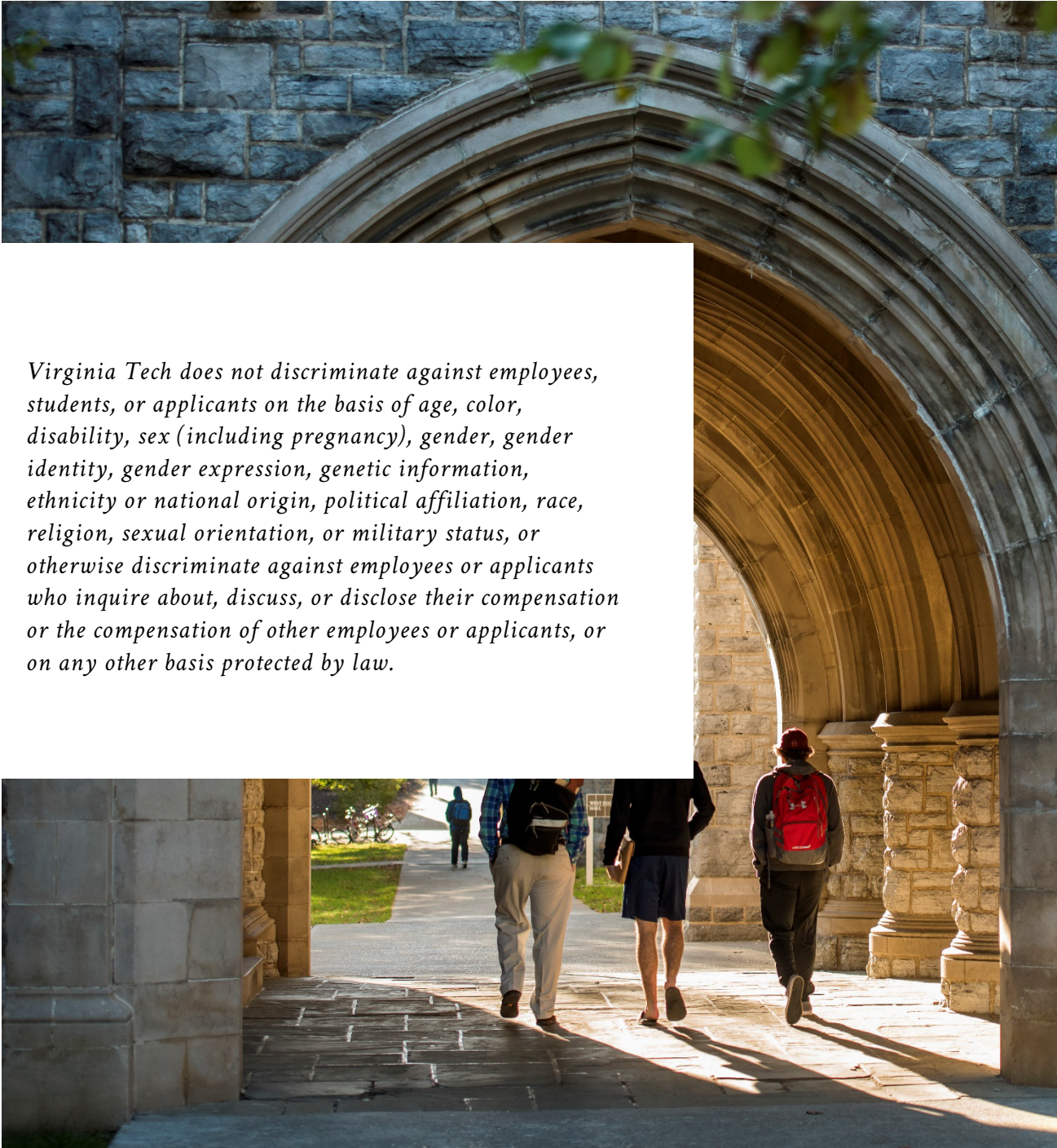
- A master's degree in business, business intelligence, or related field.
- Significant audit experience in higher education or governmental agency.
- Advanced technical skills including experience in development and use of data analytics, continuous monitoring, and/or internal control dashboarding.
- Knowledge of the Generally Accepted Government Auditing Standards and/or Generally Accepted Accounting Principles.
- Experience using ERP systems such as Banner, PeopleSoft, or Oracle.

## **CONDITIONS OF EMPLOYMENT:**

- Successful completion of a criminal background check
- Required to submit a Statement of Economic Interest

## **APPLICATIONS**

To express interest in this opportunity, please prepare and upload a cover letter stating your interest in the position, along with a CV and three references, to <https://jobs.vt.edu> and search posting number 533522. Finalists will be notified before their names are shared beyond the search committee members and before references are contacted. If you are an individual with a disability and desire an accommodation, please contact **Zach LaCroix** at [zlacroix@vt.edu](mailto:zlacroix@vt.edu) during regular business hours at least 10 business days prior to the event.



*Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, sex (including pregnancy), gender, gender identity, gender expression, genetic information, ethnicity or national origin, political affiliation, race, religion, sexual orientation, or military status, or otherwise discriminate against employees or applicants who inquire about, discuss, or disclose their compensation or the compensation of other employees or applicants, or on any other basis protected by law.*



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