

**Job Specification**

Leading global provider of reusable packaging solutions

Director Internal Audit (f/m/d)

### Company

Our client, based in southeastern Germany, is the leading global provider of reusable packaging solutions for fresh foods, serving customers in 50+ countries. The company operates a pool of over 300 million Reusable Plastic Containers (RPCs) globally, which are used for over 1.7 billion shipments of fresh fruits and vegetables, meat, poultry, seafood, eggs, bread, and other items from suppliers to grocery retailers every year.

### Position

As part of a fast-growing international organisation, you are responsible for the strategic development and implementation of internal audit as a key functional area reporting directly to the Group CFO.

Your role as Director Internal Audit (f/m/d) includes assisting those charged with governance in fulfilling their responsibilities, developing the group's risk management framework and processes and providing independent assurance over the group's control environment.

### Key Responsibilities

- Define, implement and establish the group's internal audit function in direct coordination with the CFO, including audit methodologies, work programs, reporting protocols etc.
- Develop the annual risk-based internal audit program and support the group, regional and local management teams with evaluating and implementing pragmatic internal audit recommendations
- Monitor and report on the implementation of recommendations
- Liaise with other internal assurance functions and external assurance providers including the coordination of specialist internal audit resources as required (i.e. co-sourcing arrangements)
- Collaborate with external auditors on internal control findings and scope of work
- Establish a culture of continuous improvement within the function
- Manage ad-hoc audits and projects
- Develop and oversee the group's risk management strategy, align risk management activities to support the delivery of business objectives
- Develop and maintain the group's risk register through discussion with regions and group personnel and report to the relevant group committees
- Annually review business continuity plans (including testing) to ensure they are designed to meet all business/technical requirements and are operating effectively

## **Required Skills, Knowledge and Characteristics**

- Master's degree in economics/finance or equivalent experience
- Several years of work experience as an (internal) auditor with one of the Big4 and/or an international, preferably medium-sized enterprise
- Strong accounting, analytical and project management skills
- Hands-on, entrepreneurial and solution-oriented
- A strong intellectual grasp of complex business environments and business processes with the ability to quickly adjust to different tasks
- High attention to detail without losing sight of the big picture
- Able to identify and articulate root causes, repeating issues and common themes, develop pragmatic solutions and support their implementation as a sparring partner
- Experience using ERP applications (SAP preferred), advanced proficiency in Excel and other MS Office applications
- Collaborative, empathetic team player with the strong interpersonal and communication skills necessary to establish and maintain excellent relationships and credibility on all levels of the organization
- Fluency in German and English