

## About the role

### Role

Internal Audit Manager

### Location and hours

London

35 hours per week

Hybrid working with minimum 3 days per week in the office

### Band

Senior Expert

### Salary

Competitive salary plus excellent benefits

### What you'll be doing

Join our Internal Audit function as an Internal Audit Manager, where you will play a key role in developing and delivering the company's internal audit plan, executing end-to-end audits, and providing independent assurance and advisory services while engaging with key stakeholders at senior levels. This is a hands-on role, ideal for someone with strong audit expertise and commercial acumen.

### About you

We are looking for analytical and critical thinking where you have the ability to see beyond the obvious and connect the dots across complex operations. You are comfortable dealing with ambiguity and making sense of incomplete or evolving information. With experience, you have gained the ability to solve problems where you focus not only on what happened but also on why it happened.

You are someone who is a strong relationship builder and can naturally build rapport with stakeholders at all levels in the company. You will be skilled at balancing objectivity with collaboration. You will be a trusted advisor who can challenge constructively whilst maintaining respectful relationships.

You have excellent communication skills, able to write in an impactful and succinct manner, capable of tailoring to different audiences. You are skilled at asking the right questions to elicit valuable insights from stakeholders. You are also a strong oral communicator, able to explain complex risks or technical issues in plain language. You can frame audit findings in terms of business impact and value-add, not just from a compliance perspective.

You are highly organised and self-motivated with strong management skills as you will be expected to work independently.

Professional courage and integrity are of utmost importance in our function as we uphold the highest ethical standards and confidentiality where we are confident in voicing concerns or highlighting difficult issues to senior stakeholders, even when these may be unpopular.

You embrace a growth mindset being a continuous learner, proactively staying up-to-date on relevant issues and best audit practices. You are open to feedback and always looking for ways to improve personally and professionally.

# Motability Operations

## Minimum criteria

You will need the following as a minimum:

- A professional qualification or designation (e.g. ACA, ACCA, CIA, CISA or equivalent)
- Considerable experience in internal audit, risk management or internal controls capable of conducting end-to-end audits in both an assurance and an advisory capacity
- Strong knowledge of the International Professional Practices Framework for Internal Auditors, risk management and governance principles
- Experience attending and contributing to company governance forums is beneficial
- Experience with Data Analytics or Information Technology auditing is a plus
- Experience auditing Insurance processes is a plus
- Experience supporting a Head of Audit in past roles is desirable
- Excellent analytical, problem-solving, and communication skills
- Ability to build credibility and influence senior stakeholders
- Strategic mindset with attention to detail
- High integrity and professional scepticism
- Strong project management and organisational skills, with awareness of agile methodologies being beneficial

## Who you'll be working with

You will belong to a small team of two other Internal Audit Managers and a Data Analytics Manager. You will work independently on assigned audits but in a collaborative team setting. We are a high-performing team where we complete the audit plan on time while providing valuable insight to stakeholders along the way. We conduct both assurance and advisory audits. We attend various governance meetings and are responsible for managing stakeholder relations. There is also opportunity to be part of programs and projects to provide an internal audit perspective. You will report to the Head of Audit who has a dual reporting line into the CEO and Audit Committee Chair.

## We'll check these

DBS Check, Financial check and Qualification check

## We're Motability Operations

We're the company behind the Motability Scheme. We exist to deliver smart, sustainable solutions that improve our customers' mobility in a fast-changing world. We're the UK's largest car leasing company and we help over 815,000 people get on the road.

We employ over 1,800 people, across London, Bristol, Edinburgh, and Coalville. We know our people are key to our success, so we aim to create an environment that allows our employees to flourish. We look for highly motivated people with a combination of commercial sense and real enthusiasm to meet our customers' needs.

## What we do

We lease a wide range of tailored mobility solutions to people who receive of one of the Government's qualifying mobility allowances. Our customers choose a car, Wheelchair Accessible Vehicle (WAV), scooter or powered wheelchair that best suits their needs. We take care of their insurance, breakdown, servicing and more, as part of our worry-free package.

# Motability Operations

At the end of the lease, our customers can exchange their vehicle for a brand-new model. Each year we sell and move around 200,000 cars. This makes us the largest supplier of single-source vehicles back into the used car market.

The Scheme has been providing affordable, worry-free motoring for over 45 years. We pride ourselves on delivering outstanding customer service, with an independent customer satisfaction rating of 9.6 out of 10.

## How we work

We work in a hybrid way. That means remotely for up to two days each week and in our great office spaces the rest of the time. This gives us a good work/life balance and lets us collaborate and deliver for our customers. [Visit our website](#) to find out more.

We do our best to accommodate part-time and flexible working requests, where possible, to build on our culture of trust, empowerment, and flexibility.

## Our beliefs and values

We believe in building a diverse workforce, where our people are empowered to attend work as their true selves. We encourage people from all backgrounds to apply.

We want to sustain a nurturing culture. And our people to be rewarded equally, regardless of race, national or ethnic origin, sexual orientation, age, disability, or gender.

Our values are at the heart of everything we do:

- We believe no one should be left behind → We find solutions
- We believe we must take the lead → We drive change
- We believe everything starts with the customer → We care

## What we can offer you



**Pay:** competitive salary, with a yearly discretionary bonus, based on your performance



**Holiday:** 28 days, and you can buy and sell days



**Pension:** 15% non-contributory pension (9% during probation)



**Health and wellbeing:** Private Medical Insurance cover available for all employees and free health screenings for over 50s. Life assurance at four times your basic salary, to give you peace of mind. Free access to healthcare apps like Peppy, Unmind, and Aviva Digital GP. Mental Health Allies and an Employee Assistance Programme



**Development:** A library of internal training on our myLearn platform



**Family friendly:** We have competitive family leave policies



**Diversity and inclusion:** We embrace the diversity of our people and empower them to come to work as their true selves. We want them to flourish and be rewarded equally. We have Employee Network Groups, and we pride ourselves on being inclusive and all our offices have first-rate disability access



**Helping our community:** One volunteering day each year, and access to volunteering platform Neighbourly

# Motability Operations



**Schemes:** Car Benefit Scheme for electric and hybrid cars. This means you can lease a brand-new electric or plug-in hybrid car, with insurance and more, for a fixed monthly amount. Cycle to Work Scheme. Employee Discount Scheme, to save money across lots of retailers



**Other, voluntary benefits:** charitable giving, critical illness insurance, dental insurance, health and cancer screenings for you and your partner, discounted gym memberships and season ticket loans, free fresh fruit and snacks in the office