



FLINTSHIRE COUNTY COUNCIL

RECRUITMENT OF SENIOR AUDITOR

Introduction



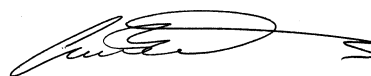
Thank you for taking an interest in working at Flintshire County Council.

The Council has an ambitious programme of corporate priorities, internal transformation and collaborative projects across North Wales. It has a strong ethical, value based approach to decision making and the delivery of services. It also prides itself on being a well-run authority with strong governance and consistently good reports from its external auditors and regulators.

The Internal Audit Service is well respected within the Council for its expertise in governance issues. Its views are proactively sought as an integral part of major change initiatives so that processes and systems are well designed from their inception.

A handwritten signature in black ink, appearing to read 'Lisa Brownbill'.

Lisa Brownbill
Internal Audit, Performance and Risk Manager

A handwritten signature in black ink, appearing to read 'Gareth Owens'.

Gareth Owens
Chief Officer, Governance



The Council

Flintshire County Council is a Unitary Authority in North-East Wales, it spans the north-east coastline and hugs the Dee Estuary. Flintshire borders with Denbighshire (West), Wrexham County Borough (South) and Cheshire, England (East). The coast along the Dee estuary is heavily developed by industry and the north coast much developed for tourism. The main artery is the A55.

The Council employs approximately 6,000 people and serves a population of 155,045. Its annual revenue budget is circa £300 million. The Council believes strongly in the public delivery of public services and directly delivers most of its key services such as housing, waste and public realm services. It also has a record on innovation, in order to improve or protect public services. It has established a number of trading companies and social enterprises to generate savings and protect services that would otherwise have been at risk of closure. The Council also actively collaborates with other authorities to help deliver better outcomes for its residents. It is the lead authority on a number of regionally delivered services such as emergency planning, test trace and protect service and energy from waste incineration plant. All of these services are reviewed by the Internal Audit Service making Flintshire an interesting council to work for.

As with all authorities in Wales the Council is facing financial challenges. The medium term financial forecast remains difficult and all services within the Council are developing proposals for further savings following the pandemic.

Notwithstanding the financial challenges, the Council recognises the importance of strong governance. Budget savings across the Council are expected to result in slimmed down governance arrangements but not to reduce levels of assurance. The Council prides itself on being a well-run organisation that is recognised as such by its external regulators. The Internal Audit Service therefore, is expected to identify efficiencies and improve value for money.

The Council recognises that its employees are its greatest asset, this is why the Council is proud to offer a range of policies including flexible ways of working, helping to support its employees towards an appropriate work life balance. For more about the benefits of living and working at Flintshire please document “Working for Flintshire” on the Council’s website.

The Internal Audit Service and the Post

The Internal Audit Service is highly valued at Flintshire for the contribution that it can make to improving existing processes and designing well managed service change and transformation. In recent years the service has increased the advisory and consultancy work on service/process redesign. The service is regularly invited by Chief Officers to undertake audits of specific issues or services thus demonstrating the trust and confidence placed in the service.



The service continues to modernised its skills and the applicant should be someone who can continue with that direction of travel.

The service is rooted in a collaborative approach, from drawing up the annual audit plan, involving the service departments being audited in setting the scope of the audit, confirming the factual findings and then co-designing improvement measures to address the findings. This is underpinned by meaningful communication at key points in the process and mutual respect for the professional role of auditors and the managers delivering the service. This improving relationship is a positive development which the Internal Audit, Performance and Risk Manager wishes to continue and build on.

The post is line managed by one Principal Auditor who reports direct to the Internal Audit, Performance and Risk Manager, who in turn reports to the Chief Officer Governance, who is also the Council's Monitoring Officer. An organisation chart is available on request.

The postholder will manage and perform major risk based, key systems, regulatory and advisory reviews as allocated by the Principal Auditor from the Strategic Audit Plan and contribute to the achievement of the priorities within the Council's Plan by providing advice on Governance, Risk and Control.

The Person

The Job Description and Person Specification are attached. The Council is seeking someone with:

- experience in performing complex audits whilst complying with the previous Public Sector Internal Audit Standards and current Global Internal Audit Standards in UK Public Sector.
- proven time management skills
- proven risk-based audit experience
- good communication and interpersonal skills
- a positive attitude
- an enquiring mind and the confidence and ability to challenge
- experience in advisory and consulting work
- proven IT skills
- the ability to embrace and influence change through others
- the ability to work independently and or as a team whilst being flexible to respond to emerging issues.
- the ability to see the bigger picture
- financial and commercial experience
- investigative techniques

Whilst the successful candidate will need to fully understand and be able to apply the Global Internal Audit Standards in UK Public Sector, the Council is willing to consider candidates from across the public and private sectors who have the right skills to support the service.

The Recruitment Process

The timetable for the process is set out below

Action	Date
Closing date for applications	Sunday 1 st November 2026 (Midnight)

Applicants will be shortlisted based on their written application forms. Those shortlisted will be invited to a panel interview that will take place remotely via Teams.

Appointing the right candidate for us is critical so we take care in ensuring that we use a range of methods to find out about the strengths of our candidates and their development areas.

As part of the assessment we will hold a panel interview and candidates will be asked to give a short presentation of no more than 10 minutes on a topic that will be communicated prior to the interview where the panel will explore your suitability for the role.

As well as an interview and presentation, our short listed applicants may also be asked to undertake online psychometric assessment as this helps us to find out more about our candidates preferred styles and attributes. In addition to supporting selection decisions the outcomes of these assessments are helpful in planning any development needs.

The interview panel will consist of at least the Internal Audit, Performance and Risk Manager and one Principal Auditor.

Further Information

Should you wish to explore the role further please do not hesitate to contact Lisa Brownbill, Internal Audit, Performance and Risk Manager, email lisa.brownbill@flintshire.gov.uk