

About us

We're Salix and we're on a mission to help save the planet.

We enable and inspire organisations in the public and private sectors to achieve their ambitious net zero targets and create better places to live and work.

We're passionate about our work and proud to be on the journey with them.

We deliver government funding schemes to support councils, schools, housing associations, hospitals and universities boost their energy efficiency, reduce their impact on the environment, save money and remove households from fuel poverty.

We work with the UK government and the devolved administrations in Scotland and Wales. As well as managing the funding schemes, we provide professional advice, expertise and support to grant recipients throughout all stages of their projects.

We also offer insight, intelligence and influence by sharing knowledge and lessons learnt from project delivery to help improve future schemes and policy development.

We were created in 2004 and have been growing ever since. We now employ 200 people. Our principal office is in Manchester, and we have a base at Canary Wharf in London.

We are wholly owned by the Department for Energy Security and Net Zero (DESNZ).

Why work for us?

If you share our passion for addressing the urgent challenge of climate change and contributing to the UK's ambitious decarbonisation goals, we want to connect with you.

We offer fulfilling careers where every day brings exciting challenges and rewards.

You'll have the chance to leverage your skills and expertise to shape impactful projects, both large and small, making a meaningful difference across the UK.

Recognising that our employees are the reason for our success, we prioritise their wellbeing and professional development.

As proud holders of Investors in People and Carbon Literacy Project accreditations, we are committed to creating an environment where you can thrive.

As you'd expect, we offer a variety of benefits, activities and training opportunities to ensure you excel in your role and enjoy your time with us.

We're committed to equal opportunities and we're proud of the diverse workforce we have. We continue to grow the diversity of our people, promoting an inclusive culture.

Role	Head of Internal Audit
Department / Location	Manchester
Reports to	Chair of Audit & Risk Committee (ARAC) & Finance Director
Package	£67,500-£80,000 per annum, depending on experience 28 days annual leave (excluding bank holidays) Cycle to work scheme Contributory pension scheme Employee support with public transport costs Supported training budget for staff Access to Employee Assistance Program
Overview	<p>Lead Salix's audit function, developing and implementing the audit strategy for the audit of Salix's own internal operations and for the grant schemes delivered by Salix on behalf of the DESNZ.</p> <p>The job holder will provide ARAC, the Board, DESNZ and executive management with independent and reliable assurance on the governance, controls and risks Salix faces; and, in relation to the schemes being delivered, provide the Board and DESNZ with assurance that the grant funding has been used for the approved purpose. They will also facilitate a culture of continuous improvement by providing a value-added audit service that drives change.</p> <p>They will be a member of the senior leadership team and be engaged in leadership activities across Salix and provide strategic leadership to a team of professional auditors to deliver a high-quality audit service.</p>
Key Performance Objectives	<p>Strategic Leadership: Develop and manage comprehensive risk-based audit programs aligned to our business objectives and to provide assurance on the schemes we deliver and drive performance improvement.</p> <p>Operational Excellence: Collaborate with cross-functional teams to enhance operational efficiency.</p> <p>Insightful Reporting: Provide meaningful and insightful reports to executive management and ARAC / the Board to inform and guide decision-making including around risk identification and mitigation and business/ process improvement.</p>

	<p>Stakeholder Engagement: Engage with internal and external stakeholders to foster a culture of compliance, transparency and accountability.</p>
<p>Key Responsibilities</p>	<ul style="list-style-type: none"> • Develop and implement the Salix internal audit charter, audit strategy and risk-based annual audit plans, in consultation with Salix senior management and ARAC. • Design and implement the audit strategies for the grant schemes that Salix delivers for DESNZ. • Lead and manage a team of audit professionals, providing mentorship, guidance, and development opportunities to foster a high-performing culture. • Manage external technical and/ or specialist auditors engaged to perform technical audits for the grant schemes ensuring performance to standard. • Ensure quality standards are maintained in the delivery of both internal and grant audits including review and sign-off of audit files and audit reports. • Work collaboratively with senior management to ensure that audits carried out are used to bring about improvement in policies and operational delivery. • Present regular updates to senior management ARAC, the Salix Board and representatives from government on delivery against the audit plans, audit findings and opinions and the status of implementation of actions. Participate in ARAC meetings. • Ensure that the audit service is operated in line with the Government Functional Standard for Internal Audit and the Public Sector Internal Audit Standards. • Ensure the governance requirements of the audit function are fulfilled, including undertaking audit self-assessments, external quality assessments, audit manual, templates and guidance are all in place and kept updated. • Respond to queries from the NAO, GIAA, DESNZ and other relevant stakeholders. • Prepare the annual opinion on the overall adequacy and effectiveness of Salix’s framework of governance, risk management and control. • Share relevant lessons from cross government internal audit activity.
<p>Key Skills and Competencies</p>	<p>Experience</p> <ul style="list-style-type: none"> • Sound knowledge of audit, risk and governance, ideally gained within an internal /external audit or risk environment with at least 5 years’ experience, including experience of delivering an audit service in the public sector. • Experience of working effectively with, and presenting to, audit committees, executive management and boards.

	<ul style="list-style-type: none"> • Substantial people management experience and a proven track record of managing, and motivating, an internal audit team within in a public sector environment. • Experience of making decisions through the analysis of relevant information and risk assessment. <p>Skills and Abilities</p> <ul style="list-style-type: none"> • Excellent verbal and written communication skills and ability to influence. • Highly skilled in evaluating risk and in the use of risk analysis techniques. • Strong interpersonal skills and able to build business relationships at all levels, presenting a credible and positive image both internally and externally. • Fosters collaborative and co-ordinated working across teams and in partnership with other organisations. • Strong organisational skills and able to set realistic timescales for work delivery. <p>Other</p> <ul style="list-style-type: none"> • Demonstrate and understand equal opportunities. • Willingness to learn and commitment to development and training for themselves and the team.
Qualifications	<ul style="list-style-type: none"> • Relevant professional Audit, Risk or Accounting qualifications (CMIIA, ACA, ACCA etc.) with at least 5 years PQE.

Appointment Process

Salix is an equal opportunities employer and has a policy of equal pay.

Successful candidates are required to undergo and pass a DBS and BPSS security check to be employed by Salix. This will be carried out as part of the reference process, on receipt of the signed acceptance of a conditional offer.

How to apply

If you wish to apply for this role please:

1. Send an updated CV to John@nobulrs.com.
2. Complete the Equality monitoring form available here: [equality_monitoring_form_equality_act_compliant_0_2.doc \(live.com\)](#)

Please specify in the application email subject the job title you are applying for and within the email where you saw the job posted.

Appointment timetable

- Applications will close once the post is filled.
- Shortlisted candidates will be invited to interview by mutual agreement.
- Presentation details will be released prior to interview, which will be presented at the first interview.

- Candidates will also undertake a final interview with the Chair of ARAC.
- Start in post by mutual agreement.

Key information about application

- Applicants must demonstrate that they meet the qualifications, experience, skills and abilities listed in the key skills and competencies.
- Please be aware that Salix will only accept applications which contain all the requested supporting documentation detailed above, and candidates that do not submit all requested documentation will not be contacted to submit a full application.
- All applicants must have the right to work in the UK and documentation is required to support this.