



## **Buncombe County Board of Commissioners**

### **Request for Board Action**

**Meeting Date: 1/4/2022**

#### **New Business**

**Department: Internal Audit**

**Presenter(s): Kendra Ferguson, Chair  
Internal Audit Committee**

**Contact(s): Sharon Burke, Human Resources Director**

**Subject: Consent to Hire Dan Keister as Internal Audit Director**

#### **Brief Summary:**

The position of Internal Audit Director was vacated on June 30th, 2021. The position was advertised for a total of four months both locally and nationally. Thirteen (13) individuals applied for this position. Of the Thirteen (13) applicants, six (6) candidates underwent a screening interview with members of the Audit Committee, which consisted of Commissioner Whitesides, Commissioner Pressley and Audit Chair, Kendra Ferguson. The top five (5) scoring candidates were invited for in person interviews.

All finalists were interviewed by the Audit Committee, the County Manager, and invited to meet with the County Manager's Management Advisory Group. Each finalist was also asked to provide a presentation to the Audit Sub-Committee.

Mr. Dan Keister presented to the Audit Committee on Tuesday December 7<sup>th</sup>, where he scored the highest for his presentation, interviews and all-around feedback.

The Internal Audit Committee, by a majority vote, nominated Dan Keister to the Board of Commissioners to fill the office of Internal Audit Director with a tentative start date of January 10th, 2022 at an annual salary of \$110,770.

Dan holds Certified Information Systems Auditor credentials. He is an experienced Audit Manager with over 11 years of experience working as both an Internal and External audit resource in industries ranging from fortune 500 companies to federal & state agencies. Dan's skill and supervisory experience convinced the committee that he is the best fit for this

position. His passion for returning to the public sector will make him an asset to the County and our residents.

**Recommended Motion & Requested Action:**

□ Requesting Board consent to hire Dan Keister as Internal Audit Director.

**County Manager's comments and Recommendation:**

County Manager recommends approval.