



"People to match our mountains."

Buncombe County, North Carolina

Buncombe County, North Carolina is seeking a Internal Audit Director.

The community boasts unparalleled aesthetic beauty in tandem with established and ever growing cosmopolitan amenities. With a population of nearly 260,000 people and spanning 660 square miles, Buncombe County is the perfect intersection of mountain charm and creature comforts. Asheville is the county seat, and there are five other municipalities as well as a diverse mix of unincorporated areas. Here you'll find a unique mix of urban and rural communities, all a short drive from cities such as Charlotte, Atlanta, Knoxville, and more. Buncombe is known for its natural beauty and is surrounded by multiple national parks. An evening drive on the Blue Ridge Parkway is an unforgettable scenic trip with breathtaking views of our majestic mountains.

More than 225 years old, Buncombe County has compiled an impressive roster of historically notable visitors and residents such as George Vanderbilt, E.W. Grove, Thomas Wolfe, Lillian Exum Clement, Edward W. Pearson Sr., F. Scott Fitzgerald, and others whose imprints are scattered throughout the County. The iconic Biltmore House is the country's largest privately owned residence, still owned by George Vanderbilt's descendants and receives more than one million visitors every year.

Buncombe County is home to two innovative public school systems, charter schools, a community college with diverse offerings, private colleges, and the University of North Carolina at Asheville.

Whether it be venerable institutions or up-and-coming businesses, Buncombe County has the infrastructure, outdoor amenities, and quality of life that continues to attract top-notch talent from around the world.





Job Title: Internal Audit Director

Purpose of the position:

The primary purpose of this position is to manage the development and execution of a comprehensive internal audit program to help ensure County financial and operational integrity, accountability, efficiency and effectiveness; compliance with policies, procedures, laws and regulations; and to assess management's system of internal controls to minimize the risk of fraud, waste, and abuse of County resources; requires routine consultation and advisory services to county management and staff.

Essential Functions of the position:

- Responsible for the overall development and design of the County's internal audit program by determining areas of risk and audit priorities as it relates to adherence to GAAP, GAAS, Buncombe County policies, and policies of granting agencies.
- Provide leadership and strategic direction for determining priorities, goals and objectives to help ensure County financial and operational integrity, accountability, efficiency and effectiveness.
- Plan, organize and coordinate complex project activities including the development and execution of a comprehensive internal audit program.
- Develop proposals and reports on internal audit findings and related issues, including presenting recommendations to County Management and Audit Committee, as appropriate.
- Responsible for fraud hotline oversight
- Perform other related duties as assigned.

Minimum Education, Training and/or Experience:

Bachelor's Degree in accounting, business administration, finance or related field with course work equivalent to a major concentration in accounting and 10 years of progressively responsible experience in governmental auditing, accounting, or finance or a related field with 5-7 years of supervisory experience in governmental auditing or auditing firm. Master's degree is preferred.

Additional Training and Experience Preferred:

COSO (Committee of Sponsoring Organizations of the Treadway Commission) certification and/or Government Auditing Professional certification.

License or Certification Required by Statute or Regulation:

Certified Public Accountant (CPA) or Certified Internal Auditor (CIA) designation is required.

Knowledge, Skills, Abilities:

- Knowledge of internal auditing standards, procedures, techniques, and internal controls.
- Knowledge of governmental accounting principles, methods and practices.
- Knowledge of Generally Accepted Government Accounting Principles (GAAP), Generally Accepted Government Auditing Standards (GAGAS), and Generally Accepted Auditing Standards (GAAS).
- Knowledge of Federal, State and Local laws and regulations governing the receipt, custody and expenditure of public funds.
- Knowledge of leadership techniques, principles and procedures to assign work, schedule, supervise, train and evaluate the work of assigned staff.
- Knowledge of current trends and practices related to the use of technology in internal auditing and related activities.
- Ability to use logic and reasoning to understand, analyze, and evaluate complex situations and then to research information to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to the situation.
- Ability to establish and implement effective administrative and management programs and procedures.
- Ability to effectively communicate complex ideas and proposals to include preparation of reports, agendas, and policies.
- Ability to perform arithmetic, algebraic, and statistical applications.
- Ability to employ economic and accounting principles and practices in the analysis and reporting of financial data.
- Ability to analyze and evaluate complex financial data, internal controls and operational systems and procedures.

Department: Internal Audit

Location: Asheville, NC

Job Posting End Date: This position will be posted until filled. An initial review of applications will begin in two weeks. This posting may close without notice.

Salary Range: \$94,631.92 – \$125,387.29

[**APPLY HERE**](#)

Buncombe County Government realizes the importance of a diverse professional workforce and the need to foster a responsive and innovative organizational culture, one that fully engages all of our employees, honoring and building on each employee's unique experiences, opinions, and perspective.

It is the policy of Buncombe County to provide equal employment opportunities (EEO) to all persons regardless of race, color, religion, sex, national origin, political affiliation, physical or mental disability, age, veteran status, genetic information, sexual orientation, gender identity, or any other legally protected class under federal or NC State law. In addition, the Agency expressly prohibits any form of workplace harassment or discrimination.

Applicants for employment are invited to participate in the affirmative action program by reporting their status as a protected veteran or other minority. In extending this invitation, we advise you that: (a) workers (applicants) are under no obligation to respond but may do so in the future if they choose; (b) responses will remain confidential within the human resource department; and (c) responses will be used only for the necessary information to include in our affirmative action program. We are a company that values diversity. We actively encourage women, minorities, veterans, and disabled employees to apply. Refusal to provide this information will have no bearing on your application and will not subject you to any adverse treatment.

