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## Internal Audit Manager

BRUSSELS

### External Description

#### *Audit Manager*

bpostgroup strives to create an inclusive environment with challenging projects and inspiring collaborations. With our employees at the heart of our organization, we don't believe in jobs, we believe in careers. We're now looking for a financial controller who will make us move.

As an Audit Manager, reporting directly to the bpostgroup Corporate Audit Director, you influence the development and strategy of internal audit, both in assurance and advisory services, across all activities of the bpostgroup. In particular, you will be directly responsible for organizing and supervising audit assignments of our Third-Party Logistics and Global Cross-Border activities, which will give you the opportunity to travel across the organization worldwide (up to 15% of your time, primarily in Europe and North America). Overall, as a bpostgroup Audit Manager, you continuously ensure the added value of the audit and advisory activities and identify risk areas that could jeopardize the achievement of bpostgroup's strategic objectives. This role includes the direct supervision of a team of up to 10 people, with (Senior) Auditors, Audit Practice Leaders (focusing on Advisory services) and a regional Audit Manager (located in North America).

#### **Your mission:**

**Definition and Implementation of Internal Audit Strategy:** Lead internal audits (assurance and advisory) while ensuring quality and execution efficiency. Adapt audit methodologies to enhance effectiveness and address emerging risks.

**Internal & External Reporting and Planning:** Provide structured reporting to the Audit Committee, ExCo, and Senior Management on audit recommendations, compliance reviews, budget, plan progress, issues, action plans, and resource needs. Guide management and auditors in project follow-up, highlighting planning challenges and proposing solutions.

**Comprehensive Audit Program Management (Assurance & Advisory Services):** Define the annual audit plan, allocate resources and skills, analyze risks, regularly review the audit scope and methodology, ensure high-quality audit reports, provide high-value recommendations, drive improvements, lead high-impact special audit assignments, foster change through regular communication with Senior Management, and oversee both assurance and advisory audits.

**Stakeholder Coordination:** Maintain a strategic dialogue with the Audit Committee, ExCo, and Senior Management to ensure audits align with the company's objectives.

**Team Management & Development:** Lead, motivate, and develop a high-performing team of auditors, fostering innovation and operational excellence.

**Recommendation Follow-up & Compliance:** Ensure the implementation of audit recommendations through quarterly follow-ups and maintain compliance with international standards.

**Collaboration with Risk Management:** Regularly adapt audit methodology to align with the company's risk management framework.

**Quality Assurance Reviews (QAR):** Conduct at least one annual Quality Assurance Review of internal audits (both assurance and advisory) to ensure independence, objectivity, correct application of audit methodology, and compliance with the standards set by the Institute of Internal Auditors.

#### **Your profile:**

We do not only deliver letters and parcels, but also opportunities. This job is open to all with diverse

backgrounds and talents, possessing the following skills:

You hold a Master's degree in a relevant field;

You have minimum 10 years of experience and in-depth knowledge of internal audit, internal control, risk management frameworks;

Strong command of the three languages English, French and Dutch;

Solid grasp of general accounting principles;

Strategic mindset with the ability to influence and drive change.

Strong leadership and stakeholder management skills.

Ability to analyze complex data and provide actionable insights.

Advanced proficiency in MS Office and audit-related IT tools for risk analysis.

Relevant certifications such as CIA, CISA, Six Sigma, Prince2, AgilePM are a plus.

You like to have impact: in this position you have a high exposure to internal (C-level) and external stakeholders;

You are willing to go the extra mile, take ownership of challenges, and put real skin in the game;

#### **Our offer:**

Like a long-awaited parcel, we want to make you feel welcome and valued. Our offer includes:

Competitive monthly salary

Meal vouchers

Hospitalization-, group- and disability insurances

A phone subscription and company car

20 days of statutory leave and 7 additional extralegal days off

An end-of-year and performance-based bonus and double holiday pay

Many benefits from more than 100 bpost-partners

#### **Why bpostgroup?**

bpostgroup is Belgium's leading postal operator and a growing parcel & omni-commerce logistics partner globally. With a **focus on social and environmental sustainability**, we aim to be a trusted guide in a changing world. As our newest team member you will:

Become part of the **bpostgroup family** with a unique atmosphere and culture.

Enjoy a **dynamic work environment** with a hybrid model allowing for flexibility.

Have access to **continuous learning and development** opportunities.

Have a direct **impact on decision-making** in an international success story.

Thrive in a **leadership culture** centered on visioning, sense making, innovation, and relating, empowering you to lead effectively in our forward-thinking organization.

#LI-DNI

**Find out more** [about bpostgroup](#)

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**More info?**

Feel free to reach out to Sybille Bataille