

ROLE PURPOSE



Role Title: Internal Auditor

Division: Enabling Services

Location: NSW, VIC
or QLD

Date: November
2025

Employment type: Full time,
Permanent/ (flexible work
arrangement available)

Reports to: Global General Counsel &
LGRC Director

**Number of direct
reports:** 0

Leadership Band:
Leads Others

Purpose of the role:

The Internal Auditor is accountable for the strategic planning, design and delivery of independent audit services across The Fred Hollows Foundation, which operates in more than 25 countries globally, with investigation responsibilities as required. This role drives The Foundation's risk management and assurance strategy, shaping audit frameworks and methodologies to strengthen governance, compliance, programmatic quality, and operational integrity. Operating independently from operational lines, the role partners closely with country teams, finance, safeguarding and legal functions as a trusted advisor to ensure findings are addressed and improvements are embedded. To be effective, the role requires strong international development experience, thorough understanding of program management and program quality, and a deep understanding of the environments in which The Foundation operates to ensure audit processes are sound, contextually appropriate, culturally sensitive, and practically useful. The Internal Auditor plays a key role in ensuring that risk and compliance standards are upheld consistently across global operations while respecting local contexts and capabilities.

The Internal Auditor **will own the outcomes of:**

Deliver Independent Audit Services

1. Lead the strategic planning, design and global delivery of independent internal audit services.
2. Develop and implement a comprehensive internal audit plan aligned with The Foundation's objectives and risk profile, ensuring audits are risk-informed, contextually relevant and responsive to diverse geographic, cultural and regulatory environments.
3. Present audit findings and recommendations directly to senior leadership and the Board to influence organisational decision-making.
4. Enhance flexibility and specialist capability, elements of the IA program by exploring outsourcing to professional audit providers (e.g. BDO or similar) where this supports efficiency, coverage, or technical depth.

Strengthen country-level risk practices

5. Partner with country teams to embed audit processes that reflect local realities and priorities. Build trust and understanding through collaborative approaches that respect the diverse operating contexts and lived experiences while maintaining independence and objectivity.

Drive Assurance and Improvement

6. Lead system-wide uplift through translation of audit and investigation insights into actionable improvements across governance, risk, and compliance. Support teams in implementing recommendations and contribute to a culture of accountability and learning.
7. Champion the sharing of global learnings and good practices from different countries, fostering a culture of accountability, learning and improvement.

Maintain Independence and Escalation Pathways

8. Operate with autonomy and independence from operational lines, maintaining clear escalation pathways to senior leadership and the Board. Maintain a support-oriented approach while safeguarding the integrity of audit and investigation processes in collaboration with the Head of Global Risk, Integrity & Safety and the Audit & Risk Committee, where appropriate.

Conduct Investigations with Integrity

9. Conduct investigations assigned by the LGRC Director or Head of Global Risk, Integrity and Safety with a focus on procedural quality, respectful engagement, discretion and cultural sensitivity. Ensure investigations are robust, findings are actionable and translated into practical recommendations that strengthen organisational resilience and risk management.
10. Other tasks as requested by your manager

Core Capabilities:

Internal Audit Expertise

- Strategic leadership in designing and delivering internal audit and assurance frameworks that assess governance, compliance, and operational integrity across multiple countries or international programs.
- Expertise in identifying control gaps and translating findings into actionable recommendations that strengthen organisational resilience in a global operating context.

Programmatic Expertise

Qualifications & Experience:

- Professional experience in leading and conducting internal audit, risk management, or compliance within a global environment
- Programmatic experience in international development or humanitarian contexts, with a proven record in maintaining quality standards
- Advanced skills in cross-functional partnering and driving system-wide change in a matrix-style global

- Hands-on programmatic work experience in an international development context, in order to ensure audits are effective in our context.

Investigative Acumen

- Advanced ability to lead and conduct investigations into financial irregularities with integrity, discretion, empathy, and cultural sensitivity.
- Establishes trust through strong relational skills in order to enhance evidence gathering
- Capable of navigating complex organisational dynamics while maintaining independence and integrity in cross-cultural and remote working environments.

Contextual Intelligence

- Deep understanding of international development programmatic environments and the operational realities of country teams.
- Ability to tailor audit approaches to diverse cultural, geographic, and regulatory contexts ensuring both consistency and relevance in global delivery.
- Balances locally led action principles with quality standards

Continuous Improvement Orientation

- Proven capacity to drive system-wide change, process simplification and continual improvement in governance, risk management and operational integrity.
- Committed to fostering a culture of accountability, learning, and improvement through audit insights that inform global risk strategy and assurance frameworks.

Cross-Functional Collaboration and Influence

- Highly skilled at building strategic partnerships across country teams, program leads, and operational managers.
- Advanced ability to influence and embed risk thinking into daily decision-making and planning.
- Proven capacity to provide thought leadership through deep understanding of risk trends and insights, contributing meaningfully to organisational learning and strategic direction across the global network.

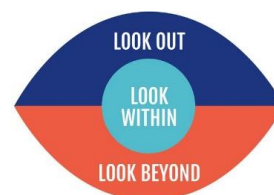
Interpersonal and Communication Skills

- Highly developed interpersonal and cross-cultural skills, with the ability to build trust and engage effectively with diverse stakeholders, donors, and partners.
- Employs a partnership approach characterised by humility, respect, and curiosity, and models a culture of self-reflection and cultural safety.
- Expert in translating complex evidence into accessible formats for advocacy, programming, and donor engagement across multicultural audiences.

structure that is a culturally diverse and complex operating environment.

- Demonstrated ability to influence and engage at Board and Senior leadership levels, presenting complex audit findings with clarity and impact.
- Strong understanding of governance frameworks, organisational controls and the regulatory environment impacting the NFP and international development sector.
- Relevant tertiary qualifications in accounting, finance, audit, or a related field (e.g. CPA, CIA, or equivalent preferred).

Our Capabilities:



As a member of The Foundation Family you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions

Qualifications:

CPA / Chartered accountant or audit equivalent and degree in accounting, finance, business or related field is essential. Formal qualifications in conducting investigations is desirable.

Travel:

Travel to Foundation country offices for audit purposes is a key component of this role. Estimate 5-6 weeks per year.

This role purpose defines the broad accountabilities of the positions, which may change based on organisational need. Please refer to the divisional, team and individual work plans for more specific details

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect
This position (does) involve "Working with Children" either direct or indirect.

Additional Responsibility:

Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.

To work in The Foundation, you will:

- Be eligible to work in Australia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions that are identified as working with children