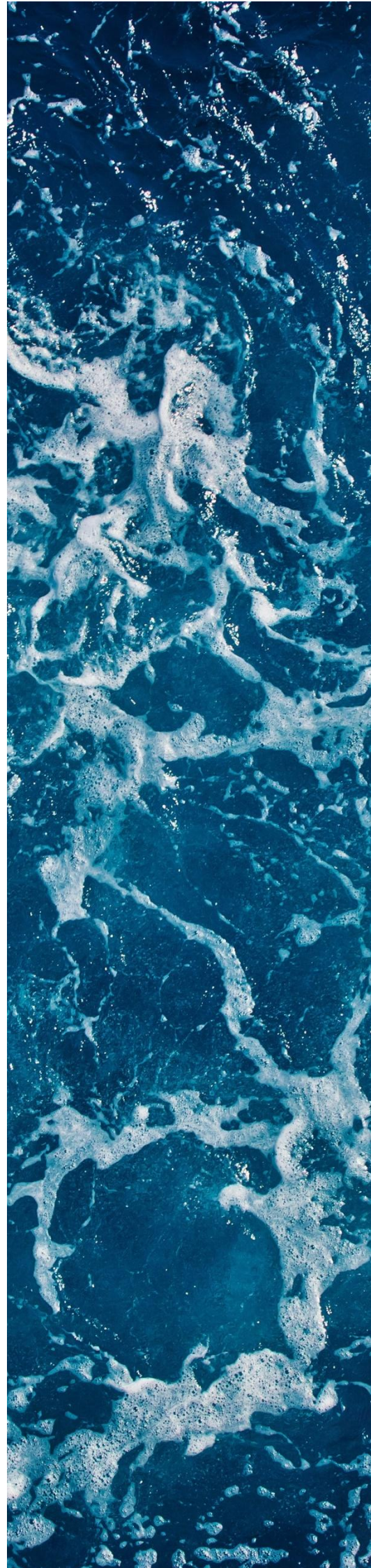


# **WATERMARK SEARCH INTERNATIONAL CANDIDATE BRIEF**

**Director, Internal Audit  
University of Technology, Sydney**  
September 2025



Presented by Watermark Search International.  
Trusted for over 40 years, focused on the future.



|              |                          |
|--------------|--------------------------|
| Job Title    | Director, Internal Audit |
| Faculty Unit | Vice-Chancellor's Office |
| Location     | Sydney                   |

# About the Organisation

At the University of Technology Sydney (UTS), the future is not just imagined—it is actively being created. As a young and vibrant institution, UTS operates at the intersection of creativity, technology, and innovation. Its mission is to advance the world through breakthrough thinking and impactful collaboration. UTS proudly fosters a dynamic environment that values curiosity, connection, and purpose.

UTS has over 3000 staff with a strong commitment to our friendly, collaborative and equitable culture. As a young university, UTS is passionate about learning and innovation that is relevant to today's world, and benefits local and international communities. As one of Australia's leading universities of technology that has a distinct model of learning, strong research performance and a leading reputation for engagement with industry and the professions. By joining UTS, you'll be part of a team that is committed to making a positive impact on society, driving equity, and fostering inclusivity in education and beyond.

The university offers a compelling Employee Value Proposition, featuring opportunities for professional development, a collaborative workplace culture, and a strong focus on health, safety, and wellbeing. UTS welcomes bold thinkers and curious minds to join in shaping what comes next.

For more information, please refer to [uts.edu.au](https://uts.edu.au)

# Position Purpose

A critical and senior role within the University, the Director, Internal Audit is responsible for protecting the University and providing the UTS Council Audit and Risk Committee and University Leadership Team with an independent appraisal of the internal controls across the University. This is in light of resource constraints, a changing environment and ongoing policy uncertainty in the higher education sector.

# Environment and Dimensions

- Total UTS staff (2024): 4,264 FTE (including casual staff)
- Total revenue (2024): \$1.3 Billion
- Student enrolments (2024): 51,038 students (including 13,807 international students)

## Relationships

### Supervision

The Internal Audit function operates under a formal Charter approved by the Audit & Risk Committee. The Director, Internal Audit reports functionally to the Audit & Risk Committee Chairperson and administratively to the Vice-Chancellor and President. The Director, Internal Audit will lead and manage a small team of 3 audit professionals.

### Collaboration and Communication

The Director, Internal Audit plays a critical role in ensuring that internal audit activities contribute positively to the University's objectives through effective collaboration and communication with the following stakeholders:

#### *Internal*

- University Leadership Team
- Senior Leaders Group
- Vice-Chancellor's Office
- UTS Council Audit & Risk Committee
- Office of General Counsel
- Director, Risk & Insurance
- Chief Information Security Officer
- Head, Compliance & Assurance
- Head, Health, Safety & Wellbeing
- University Secretary & Director, Governance Support Unit

#### *External*

- Audit Office of NSW
- Internal Audit Service Providers
- Peers within higher education sector

## Major Responsibilities

### Assurance

- Executing the responsibilities of the third line of defence under the UTS risk management framework by:
  - Making recommendations for improving the risk and control environment, where required;
  - Examining and evaluating the adequacy and effectiveness of the UTS risk management framework; and
  - Assessing the risk and control culture of UTS.
- Developing the internal audit plan for UTS, for approval by the Audit & Risk Committee, and overseeing the Internal Audit function's execution of the internal audit plan.
- Monitoring and reporting on the effective resolution of internal audit issues and their root causes.
- Reporting to the Audit & Risk Committee on material internal audit matters, including in relation to the independent assurance of UTS's risk management framework.

### Leadership & Management

- Developing, implementing, and maintaining a sound strategy for the Internal Audit function, pursuing change and innovation consistent with a leading internal audit function.

- Maintaining deep business acumen and continuously monitoring industry developments, regulatory changes, and emerging risks to ensure the internal audit strategy remains aligned with the University's priorities and is responsive to the evolving risk landscape.
- Fostering strong collaboration with the Risk function to ensure internal audit activities are strategically aligned, leveraging shared insights and risk intelligence to enhance audit planning, coverage, and the University's risk management effectiveness.
- Leading and motivating a high-performing team and attracting strong talent to the team.
- Implementing and monitoring the adoption of UTS's desired culture and core values in the management of the Internal Audit function.
- Monitoring the Internal Audit function's compliance with UTS policies and relevant laws and regulations.
- Advising the Vice-Chancellor and the Audit & Risk Committee of the adequacy of the resourcing for the Internal Audit function.
- Escalating material issues to the Vice-Chancellor and the Audit & Risk Committee. Ensuring follow up of material issues for which the Director, Internal Audit is responsible and the effective resolution of the root causes of those issues.
- Efficiently managing the Internal Audit functions cost base.
- Developing and maintaining open and constructive relationships with key internal and external stakeholders of the Internal Audit function.
- Consistently exhibiting leadership behaviours that create an environment that encourages UTS staff to raise any issues of concern.

## Position Challenges

The Director, Internal Audit faces several key challenges in undertaking the role including:

- Managing internal audit service providers to ensure consistent delivery of high-quality, timely, and value-adding audit services across all engagements;
- Operating within a maturing risk environment, requiring significant effort to build awareness, embed risk culture, and drive accountability for controls across the University;
- Balancing internal audit independence with the need for collaboration maintaining objectivity while building trusted relationships with stakeholders to influence risk and control outcomes;
- Focusing on core risks and control deficiencies, while managing expectations around broader process improvements and advisory roles that may fall outside the Internal Audit functions primary mandate; and
- Engaging time-constrained stakeholders, requiring strong communication and influencing skills to secure buy-in, drive action on audit findings, and elevate the importance of risk and control considerations.

## Authority

The Director, Internal Audit role has substantial autonomy and delegated authority. It is expected that this role will work closely with, and advise the Vice-Chancellor and President, University Leadership Team, Senior Leaders Group and Audit & Risk Committee in relation to the internal audit strategy and plan.

# UTS Capabilities for the Role

## Pipeline

| Category     | Self Awareness  | Relating to Others  | Thinking Style   | Performance  |
|--------------|---|---|--|--|
| Capabilities | <ul style="list-style-type: none"><li>• Builds trust</li><li>• Displays courage</li></ul> | <ul style="list-style-type: none"><li>• Engages others</li><li>• Communicates with impact</li></ul> | <ul style="list-style-type: none"><li>• Acts strategically</li><li>• Applies perspective</li></ul> | <ul style="list-style-type: none"><li>• Achieves results</li><li>• Demonstrated accountability</li></ul> |

## Employee Value Proposition

At UTS, we’re changing the game. We’re on a journey to be the leading university of technology and we’re moving the world forward with our breakthroughs. You won’t find any sandstone here. We work at the nexus of creativity, technology and innovation and we want bright minds and constantly curious people to help us make it happen. As a young university, our goal is to connect, collaborate and make an impact with purpose and passion. Read more about our Employee Value Proposition [here](#).

## Health and Safety

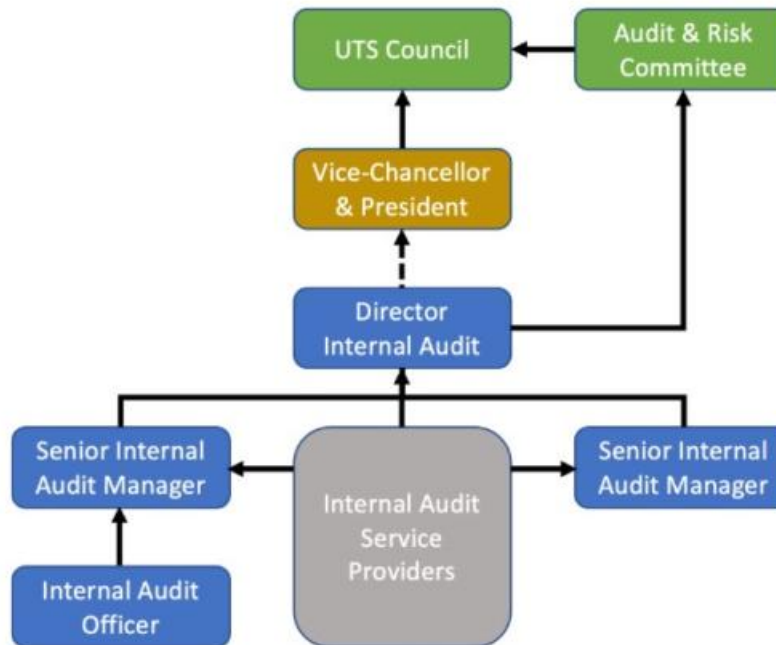
It is a condition of employment that all staff, supervisors and managers understand and comply with their Health, Safety and Wellbeing responsibilities as outlined in the UTS Health, Safety and Wellbeing Policy.

## Records Management

It is a condition of employment that all staff, supervisors, managers and staff appointed in formal records contract roles, understand, and comply with their information management responsibilities as outlined in the UTS Records Management Policy and Privacy Policy.



## Organisation Chart



## Key Selection Criteria

### Skills and Attributes

- Ability to understand the University's operations intrinsically
- Ability to be a true partner to the University Leadership Team at a strategic level and as a trusted partner
- Strong risk mind-set that considers the risk/reward trade-offs
- Ability to be simultaneously big picture and hands-on
- Strong commercial and service orientation
- Ability to think independently and resist pressures from key stakeholders
- Gravitas to challenge in a professional and respectful manner when necessary
- Ability to express an opinion without being confrontational
- Ability to demonstrate a strong track record of continuous improvements
- Consistently deliver beyond expectations and is energised by the challenge
- Strong problem-solving skills and excellent judgement
- Skilled at developing and motivating others
- Comfortable dealing with a wide range of internal and external stakeholders
- Strong written and verbal communication skills

### Knowledge

- Knowledge of the IIA International Professional Practices Framework, including the new Global Internal Audit Standards
- Working knowledge of the ISO 31000 standard that provides principles and guidelines for risk management
- Knowledge of the higher education sector is highly desirable

**Qualifications**

- Bachelor's degree
- Chartered Accountant qualification (or equivalent)
- Risk management qualification is highly desirable

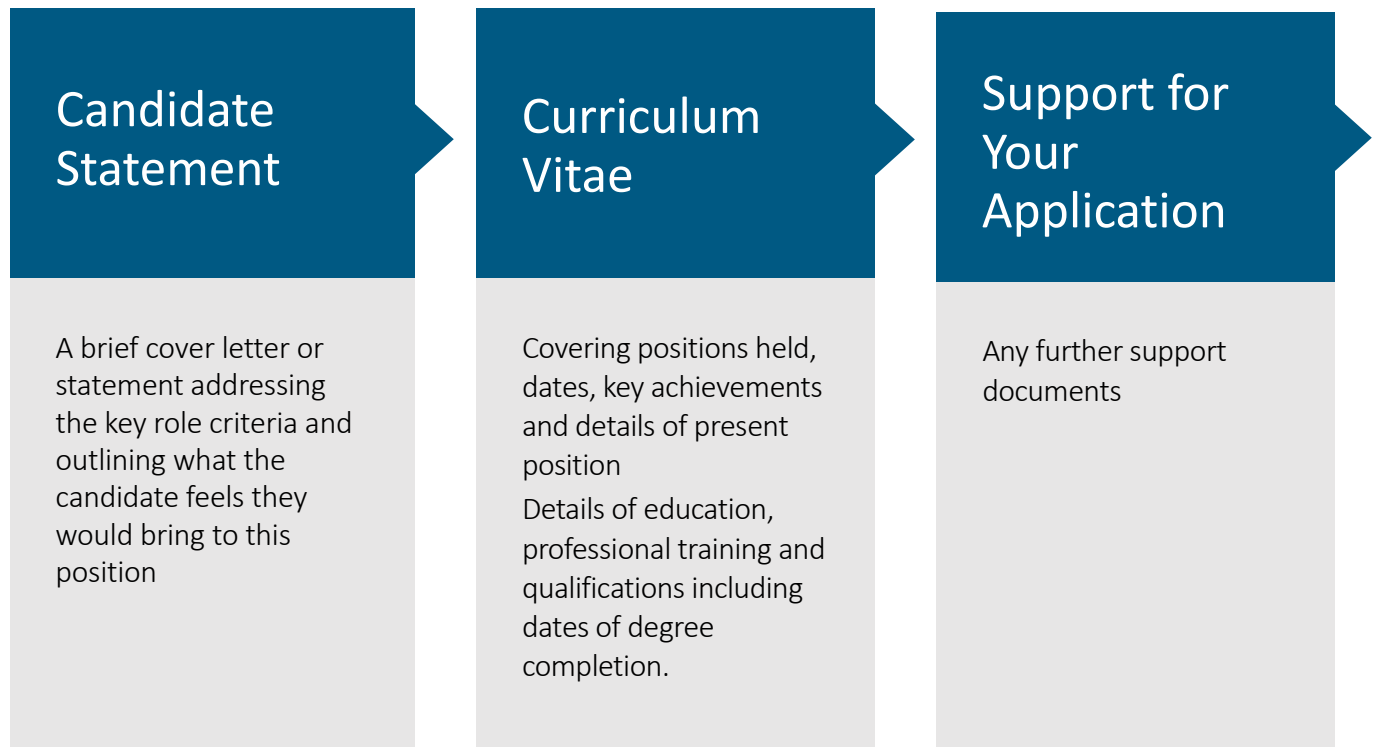
**Experience**

- 15+ years' risk and/or internal audit leadership and management experience
- Experience within a large-scale organisation that is highly regulated and has complex risk exposure
- Confidence and gravitas to operate and influence effectively with the University leadership Team and Audit & Risk Committee
- Experience with data analysis and modelling, using data to identify patterns, trends, and risks
- Extensive knowledge of risk management frameworks and processes and how to integrate these with internal audit activities
- Experience in leading multiple and concurrent change activities related to the Internal Audit function
- Experience leveraging technology, AI, and automation to uplift the performance of Internal Audit
- Experience in outsourcing internal audits and managing service providers contracted to perform reviews

## How to Apply

**An executive search is being undertaken by Watermark.**

Applications for the position will need to include the following:



For a confidential discussion please call Dani White or Alison Myatt of Watermark Search International, who are leading the search on behalf of University of Technology, Sydney.

**Dani White**

Partner, Executive Search  
02 9233 1200

**Alison Myatt**

Head of Research  
0412 630 817

**Erin Gillan**

Project Administrator  
02 9239 1215

Please send your application quoting **Ref No A005991** to Watermark Search International at [search@watermarksearch.com.au](mailto:search@watermarksearch.com.au). We will reply to the email address used for your application.



## Our Capabilities



### Executive Search

Founded in 1979, we are one of the longest established Australian executive search firms. Even though we are, above all else, an Australian based firm, we have an established track record in attracting and then securing, overseas candidates.

We have considerable expertise in senior executive appointments across a broad range of public and private sector organisations. Our firm has been built on a substantial body of work undertaken for publicly listed companies, private companies, professional services, state owned corporations, government agencies, departments and advisory boards.



### Interim Executive

We provide immediate and high-level specialist executives with the experience to bring stability to and provide guardianship for a company during a period of change, executive absence or performance turnaround. We also assist with providing executives who deliver on projects, programs or specialist reviews. When clients are ready to appoint an executive, we normally complete the assignment within two weeks. Our latest survey shows that those executives remain in place for an average of 9 months.



### Board Appointments

We believe that strong boards make for better organisations and improved business performance. In conducting searches we do not simply look for 'a name' but rather search for candidates with the relevant skills to add real value to a board. We often start our board search by working with the client to produce a Board Skills Matrix, which then informs the specific brief.

Our track record ensures familiarity with the specific, and often sensitive, challenges involved in appointing Non-Executive Directors and Chairs with the right skill, personal and cultural fit.



### Thought Leadership

As thought leaders, we undertake various pieces of research and market analysis to form our Agile Leadership Lessons Podcast, Annual Interim Executive Survey and Board Diversity Index. To view our current reports please [click here](#).

## Candidate Care



At Watermark, we recognise we have a duty of care to both our clients and the candidates. As an ambassador for University of Technology, Sydney, we recognise how important our role is in representing your brand, we take this responsibility seriously and treat successful and unsuccessful applicants with the same level of respect:

- All candidates filtered out before an initial interview are advised in writing.
- Candidates sourced by Watermark are called and given feedback on their performance throughout the selection process; this includes feedback about their experience, knowledge, capabilities and fit for the organisation as well as feedback about their interviewing and presentation techniques.
- Candidates who proceed to client interviews are debriefed and receive feedback either face-to-face or over the phone; this includes feedback as outlined above, plus specific feedback from any notes taken during the interview. We also provide feedback on areas for development such as interview skills, professional development and career guidance.

## Candidate Charter



We respect our candidates as individuals and value them as an integral asset to our business. Our focus is on understanding their talents and aspirations and matching them to the right role and organisation. Whether we approach you about a specific role or you contact us to explore opportunities, we want you to experience our commitment to providing a seamlessly professional, constructive, integrity driven service where we care about our engagement with you.

[Association of Executive Search Consultants](#) (AESC) members and their people are guided by a Code of Professional Conduct and Professional Practice Standards.

The AESC Code of Professional Conduct is summarised through these critical values:

- **Ethics & Integrity**
  - We put integrity above all else
- **Excellence**
  - Excellence guides the work we do
- **Objectivity**
  - We exercise independent, objective judgement
- **Diversity & Inclusion**
  - We know the power of diverse talent and inclusive cultures
- **Confidentiality**
  - We safeguard any confidential information entrusted to us

To read the full AESC Code of Professional Conduct, please [click here](#).

Copyright 2024 Association of Executive Search Consultants [www.aesc.org](http://www.aesc.org)

If ever you feel we have not lived up to this Code of Professional Conduct, please tell us. We want to know. Email our Managing Partner at [David.Evans@watermarksearch.com.au](mailto:David.Evans@watermarksearch.com.au)

## Contact Us

### Sydney

Level 32, 200 George Street  
Sydney NSW 2000  
+61 2 9233 1200

### Melbourne

Level 11, 385 Bourke Street  
Melbourne VIC 3000  
+61 3 8629 1333

[watermarksearch.com.au](http://watermarksearch.com.au)



**Watermark**  
SEARCH INTERNATIONAL

