Thika Water & Sewerage Company Ltd.

EXCITING CAREER OPPORTUNITY AT THIKA WATER AND SEWERAGE COMPANY LIMITED (THIWASCO)

The Thika Water and Sewerage Company Limited (THIWASCO), a prominent provider of water and sanitation services in Kiambu County, is committed to enhancing its operational efficiency and customer satisfaction. In pursuit of fulfilling its mandate and supporting continued growth, THIWASCO is seeking to recruit highly qualified and performance-driven professionals to join its team.

Position	Chief Manager, Internal Audit
Ref. No.	HR/MLS/01-2026
Job Grade	13
Reports to	Administratively to Managing Director and functionally to the Board Audit Committee.
Terms of Service	Contract -5 Years
Duty Station	Thika

Job Purpose: The jobholder shall provide independent, risk-based assurance and advisory services to promote compliance with applicable laws, regulations, policies and professional standards, safeguard organizational resources and support the achievement of the Company's strategic objectives.

Key Duties and Responsibilities

1. Lead in the review of the Internal Audit Charter and Internal Audit Procedures Manual.
2. Lead in the development and implementation of the Internal Audit Strategic Plan.
3. Developing comprehensive Risk based annual work plans, programmes, and audit techniques to be applied.
4. Plan, organize, staff, coordinate and control the Internal Audit function to ensure implementation of the Internal Audit Charter and Internal Audit Manual; and achievement of the Internal Audit Strategic Plan and the Annual Risk-Based Internal Audit Plan.
5. Determining the most appropriate audit approach that will meet the specific needs of the entity as determined by risk assessment, overall status of the control environment and consultation with senior management.
6. Preparing and issuing reports to senior management and Board Audit Committee in a timely manner, as per the stipulated template
7. Following up to verify closure of audit recommendations by management.
8. Carries out special audits and investigations as may be required from time to time and prepares reports of findings for the MD and Board in case of ad hoc audit;
9. Ensure that the company is complying with relevant laws, statutes and regulatory requirements
10. Reviews and reports on the accuracy, timeliness and relevance of the financial and other information;
11. Evaluate the adequacy of internal controls, risk management and Governance.
12. Ensuring the highest level of confidentiality is maintained by the Internal Auditors

13. Ensuring the audit methodology considers the possibility of fraud, significant errors or noncompliance.
14. Supervising, coaching, appraising, counselling, and providing appropriate on-the-job training to staff in the Internal Audit Function.
15. Ensuring Internal Audit Function operates within its approved plans, budgets, and schedules
16. Liaise with the Accounting Officer and the Audit Committee to ensure the Internal Audit Function is adequately resourced to achieve its mandate, roles and responsibilities.
17. Ensure good relationships with Internal Audit Stakeholders of internal audit services
18. Ensuring the independence of the Internal Audit Function and objectivity of the Internal Auditors and reporting any events that may impair independence and objectivity.
19. Drive operational improvements of the Internal Audit Function to improve overall efficiencies and enhance internal controls.
20. Ensuring Internal Auditors comply with the PFMA, PFMR, other relevant laws and regulations, Internal Audit Manual, internal audit guideline issued by the Public Sector Accounting Standards Board, Global Internal Auditing standards and Gazette Notices issued from time to time.

Required Qualifications Experience and Skills

a) Bachelor's degree in commerce (Finance, Accounting), Business Administration, Economics, or other recognized equivalent qualifications
b) Be in possession of CPA (K) or CIA or its equivalent relevant professional qualification.
c) Master's Degree is added advantage
d) Professional Membership i.e., should be a member of any of the following professional bodies Institute of Certified Public Accountants of Kenya (ICPAK), Certified Information Security Auditor (CISA), Institute of Internal Auditors (IIA), Information Systems Audit and Control Association (ISACA) or Association of Certified Fraud Examiners (ACFE),
e) Other advanced certifications in auditing, risk management, or governance.
f) Experience of not less than Seven (7) years, three (3) of which must be in a leadership/senior; management position in the Public Service or Private sector;
g) Knowledge of International Professional Practices Framework (IPPF)
h) Proficiency in ICT.

Key Competencies and skills

(i) Organization and management skills;
(ii) Good communication skills,
(iii) Team Player.
(iv) Leadership and managerial skills;
(v) Report writing skills;
(vi) Analytical skills.