

# Assurance Officer

## Job description

Together we are help and hope for everyone living with dementia



# Who we are

**Dementia is the UK's biggest killer. One in three people born in the UK today will develop dementia in their lifetime.**

At Alzheimer's Society, we're the UK's leading dementia charity and the only one to tackle all aspects of dementia by giving help and hope to people living with dementia today and in the future. We give vital support to people facing the most frightening times of their lives, while also funding groundbreaking research and campaigning to make dementia the priority it should be.

**Together with our supporters, we're working towards a world where dementia no longer devastates lives.**

# Our values

**Our values tell everyone who we are as an organisation.**

**Our values make sure that our focus is clear for the challenges and opportunities ahead and remind us of what we all stand for.**

**Our values are evident in everything we do, how we do it and how we work together.**

These are not just words on a wall, we live these every day in all our work. We are determined to make a difference when and where it matters most, by being passionate, focussed and making a lasting impact for people affected by dementia.



## **Determined to make a difference**

We're passionate, we're focused and we make a lasting impact for everyone living with dementia.



## **Trusted expert**

We're listening, we're learning and we use experience and evidence.



## **Better together**

We're open, we combine our strengths and we achieve more together.



## **Compassionate**

We're kind, we're honest and we don't shy away from challenges.

Through our values we will make the greatest difference for people affected by dementia. Whether you are someone living with dementia, a family member or carer, a supporter, a donor, a colleague from another organisation, an employee or a volunteer, these four values will shape your experience with Alzheimer's Society.

# Assurance Officer

## Position in the organisation

Reports to the Assurance & Counter Fraud Manager

Member of our Assurance team

Part of our Finance & Assurance directorate

## Purpose of this role

At Alzheimer's Society we are advisors, supporters, fundraisers, researchers, influencers, communicators, technical specialist and so much more. We are volunteers, we are employees, and together we are here to make a difference to the lives of people with dementia and their carers.

In Finance & Assurance, our vision is to be the Society's single point of truth. We are trusted partners, credible experts, working as one team to be a true enabler to the organisation as it makes impact to end the devastation of dementia.

Partnership, collaboration, accountability, professionalism and a restless desire to constantly improve are needed in every role across Finance & Assurance. That is true for this role, the Assurance Officer, who works in partnership with Society stakeholders to help deliver a professional, credible, and valued assurance and counter fraud service.

The Assurance Officer helps to strengthen the Society's governance, risk management, and control processes. Working in conjunction with the Assurance Manager, the Assurance Officer will complete risk-based, and value-adding assurance work, helping to enhance the organisation's decision-making and oversight, reputation and credibility with its stakeholders, and ultimately the successful achievement of its objectives.

We are looking for someone who exemplifies our values, someone who is: **Determined to make a difference** when and where it matters most. **A trusted expert** who believes in working **Better together** and demonstrates true **Compassion**.

## Key accountabilities and responsibilities

- The Assurance Officer will support in delivering professional internal audit arrangements that are reflective of the organisation's risk profile.
- Help further develop and embed the strategic direction of internal audit including its new ways of working, and conformance with relevant professional standards.
- Work on internal audit engagements, in line with the internal audit plan, contributing to a year end audit annual opinion.
- Evaluate and provide assurance that internal processes and controls are designed and operating effectively to mitigate risks, provide solution focused pragmatic recommendations for improvement.
- Ensure audit recommendations are tracked and implemented.
- Support with maintaining an effective counter fraud framework and culture within the Society

- Help to maintain a log of all fraudulent incidents, supporting with investigation/ further assurance work where required to provide a robust but proportionate counter fraud response.
- Be part of a culture of continuous improvement within the Assurance team, promoting improvements to processes and controls to embrace our commitment to ongoing transformation.
- Keep abreast of sector best practices and emerging trends in assurance and fraud.

## We are looking for someone who can...

- Understand the critical role of Finance & Assurance as an enabling partner directorate in ultimately creating impact to end the devastation of dementia, linking everything you do back to the ultimate objectives of the Society.
- Work collaboratively and enthusiastically with colleagues across Finance & Assurance and across the Society more widely to deliver first class partnership and expertise.
- Role-model our values and embrace a high challenge, high support, high performing environment.
- Drive continuous improvement, including through bringing best-practice from across the sector and more widely, using horizon-scanning and networks to bring new ideas to the table.
- Have the ability and willingness to travel independently on behalf of the Society on request, including occasional overnight stays as required.
- Adhere to all the Society's service standards, policies and procedures.
- Comply with the data protection regulations, ensuring that information on clients remains confidential.
- Be enthusiastic for personal learning and development, to support the learning and development of others and the whole organisation.
- Work in a manner that facilitates inclusion, particularly of people with dementia.
- Implement the Society's health and safety policy and procedures, ensuring that all practices and procedures are undertaken in accordance with a healthy and safe working environment and that all staff and volunteers for whom you may be responsible are aware of their responsibilities in respect of their role, monitoring data and recommending action as required.
- Administrate and organise own work to ensure that it is accurate and meets quality targets, reasonable deadlines, and reporting requirements.
- Follow the Society's management information guidelines and requirements, including ensuring appropriate monthly measures on service usage levels are collected and submitted on the services database or other systems in accordance with deadlines.

## Person specification and selection criteria

| Skills & knowledge                                 | Application (A) or Interview (I) |
|----------------------------------------------------|----------------------------------|
| Part qualified internal auditor or CCAB accountant | A/I                              |

|                                                                                                                                                         |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| Internal audit experience, including a track record of successfully delivering assurance projects                                                       | A/I |
| Experience of effectively planning, testing, and documenting assurance work, to deliver a credible and timely audit opinion                             | A/I |
| Experience of drafting professional, clear, and valuable assurance reports for consideration by stakeholders                                            | A/I |
| Knowledge of internal audit and counter fraud methodologies, risk assessment, and control frameworks and tools                                          | A/I |
| Clear, effective and persuasive communication skills - able to balance assertiveness with the need to build and maintain positive working relationships | A/I |
| Proven ability to develop effective working relationships, to connect with and influence colleagues at all levels                                       | A/I |
| High standards of personal conduct and integrity                                                                                                        | A/I |

| <b>Competencies &amp; personal attributes</b>                                                                        | <b>Application (A) or interview (I)</b> |
|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
| Takes initiative and is comfortable working independently as well as collaboratively                                 | I                                       |
| A critical thinker, able to identify and act on ways to work more effectively and efficiently                        | I                                       |
| Celebrates progress, solutions and impact rather than activity                                                       | I                                       |
| Delivers effectively to timelines in complex and sometimes ambiguous environments                                    | I                                       |
| Deeply committed to the development of yourself and others                                                           | A/I                                     |
| Resilient and adaptable, with a strong work ethic and the ability to navigate changing situations and diverse teams. | I                                       |
| Welcoming and respectful of diverse perspectives, experiences, and opinions                                          | I                                       |
| A team player who sees opportunity and energy in working together to solve problems                                  | I                                       |

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# Our benefits



## Financial Security

- Group Personal Pension Plan with Scottish Widows – with up to 8% employer contribution rate
- Life Assurance Scheme – two times your annual salary
- Society Plus and Smart Spending App – giving you unbeatable savings at hundreds of retailers



## Health & Wellbeing

- Health Cash Plan
- 24/7 Employee Assistance Programme including online and face to face counselling
- Discounted gym membership with Society Plus
- Lived Experience Networks
- Mental health app and unlimited therapy



## Personal Development

- Apprenticeships
- Women in Leadership development programme
- Leadership development programme
- Financial support towards relevant professional qualifications



## Family & Dependants

- Enhanced family leave – 16 weeks paid for all parents
- Paid time off work for fertility treatments for both partners
- Paid carers leave
- Paid dependants leave
- Paid compassionate and bereavement leave
- Paid time off work to support those transitioning



## Recognition

- Annual people awards
- Long service awards
- Thank you eCards
- Values Hero and Society Legend Awards



## Work Life Balance

- Annual leave of 27 days increasing to 30, plus bank holidays
- Career breaks of up to 3 months
- Flexible working
- Wellbeing leave