

GREAT JOB BETTER FUTURE

AUDIT NEW ZEALAND
Mana Arotake Aotearoa





**Our work helps to create
a high-performing
public sector that New
Zealanders can trust.**



We employ more than 290 people at different stages of their careers, each making an important contribution to our role as the independent public sector auditor.

Each year, I have the privilege of meeting our new interns and graduates, just as they're beginning their auditing careers.

Choosing where to start your professional life is an important decision. We are one of the largest employers of aspiring Chartered Accountants, supporting you at every step to reach your full potential as you work across our seven offices throughout the country.

Everyone at Audit New Zealand understands the importance of supporting their colleagues to reach their full potential. Our status as a Recognised Training Employer with Chartered Accountants Australia and New Zealand means we will help you progress from a high-calibre graduate into a well-rounded professional.

We employ more than 290 people at different stages of their careers, each making an important contribution to our role as the independent public sector auditor. Together, we work behind the scenes at hundreds of entities on the Auditor-General's behalf. Our audit opinions help to reassure people that they can trust the way public organisations use and manage their money.

In the following pages, some of our people talk about why this is a great place to work. I began my own career at Audit New Zealand, and remember what it was like to arrive on my first day. In the following years, I received training and experience that led me to exciting opportunities. These include roles as the Director of Operations for the International Federation of Accountants in New York, and the President of Chartered Accountants Australia and New Zealand.

Here, we're providing our people with great jobs and working towards a better future for all New Zealanders. I look forward to welcoming you to our team.



Stephen Walker
Executive Director





GREAT JOB

Here's what our interns have said about their experience



I am impressed by the support that I've received from my supervisors and the teams I've been with. I also enjoyed the opportunity to travel.

– Greet Jacob, Auckland

I've been able to work on a variety of audits. The staff have been great at supporting me on audits, while also giving me responsibility for doing tasks on my own.

– Alex Posa, Auckland

Interns are treated just like graduates and given important work. The diversity and breadth of work gave me an understanding of what an audit is and how it is carried out.

– Saeyavan Sitsabesan, Auckland

It was rewarding to become a part of the team and work alongside experienced auditors. I am more confident in my abilities to adapt to a new work environment.

– Sophie Gill, Dunedin

Opportunity is the best way to describe an internship at Audit New Zealand. It allows for the best immersion into a professional career as a public sector auditor. Also, I worked at the Office of the Auditor-General, and was able to attend a select committee meeting.
– **Sam Patterson, Wellington**

I was offered a variety of opportunities that have expanded my knowledge of the public sector and auditing. I've been able to participate in a number of audits across multiple sectors.
– **Nathan De Munnik, Tauranga**

Being given opportunities to sit in on planning meetings, work on audits, and communicate with clients on site was an amazing experience. These opportunities allowed me to grow professionally and personally.
– **Sarah Roughton, Christchurch**



My internship has been a fantastic experience. I have been impressed by the level of support and how welcome the office has made me feel. I feel very fortunate to have had such a hands-on experience.
– **Stefan Krystman, Hamilton**

I was surrounded by a welcoming and supportive work culture. The vast learning opportunities meant I was able to gain first-hand experience with audits in different sectors.
– **Kevin Han, Wellington**

Interning has taught me many skills. I was able to work with a lot of different people and see what being an auditor is to them. Everyone is super encouraging and supportive.
– **Kirsty Voong, Wellington**

I worked with an immensely supportive network of people. The experience I gained was very hands-on and constantly pushed me out of my comfort zone.
– **Riya Survase, Christchurch**

BETTER FUTURE

“From the beginning, we were given hands on work...no two days are the same.”



Dunedin

ALVI NANAT

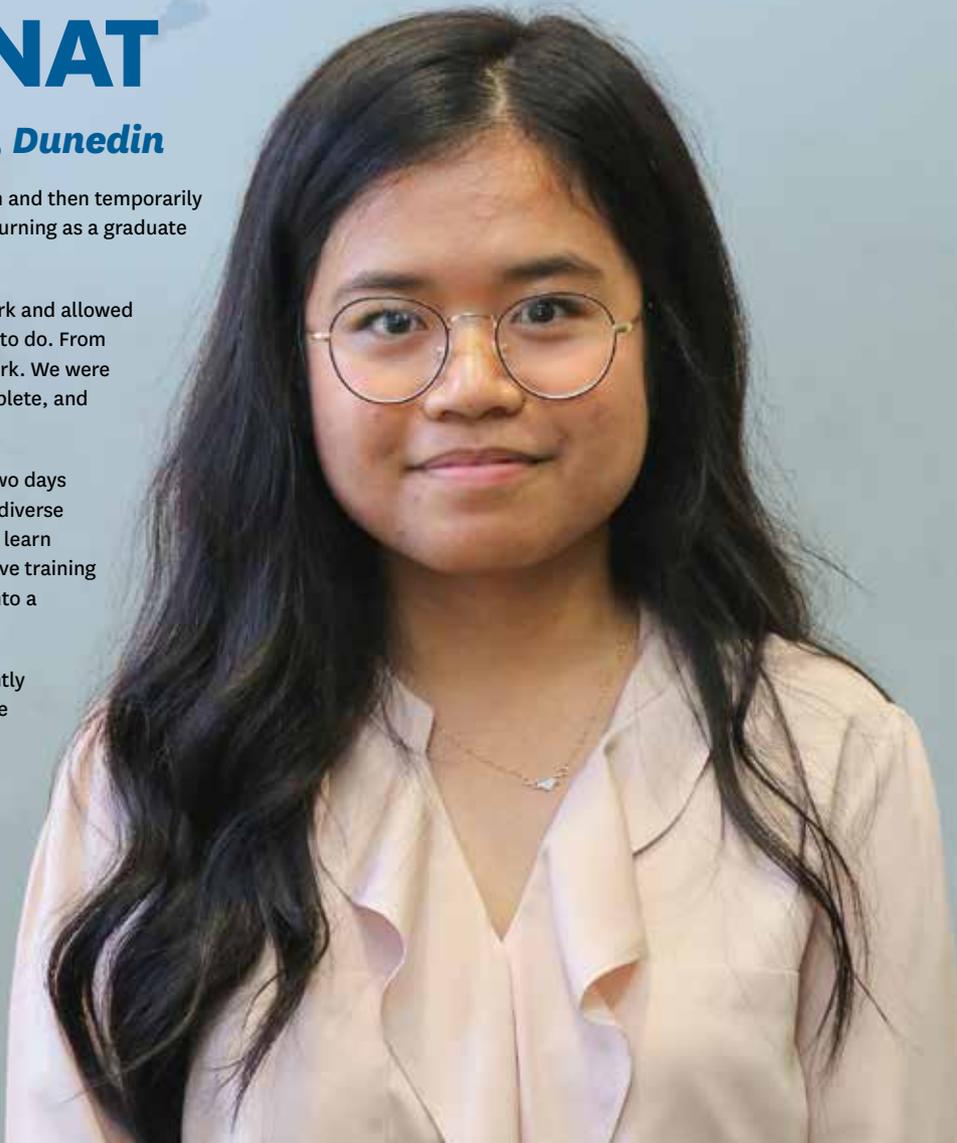
Intermediate Auditor, Dunedin

I started at Audit New Zealand as an intern and then temporarily worked during the busy season, before returning as a graduate the following year.

The internship gave me a taste of audit work and allowed me to see whether this was what I wanted to do. From the beginning, we were given hands-on work. We were taken to audits, allocated sections to complete, and communicated directly with clients.

What I really like about my job is that no two days are the same. As a graduate, you'll have a diverse portfolio of clients, which is a great way to learn about different industries. You'll also receive training and have many opportunities to develop into a capable, independent and skilled auditor.

Here at Audit New Zealand, you're constantly learning and building your career alongside other people. Because everyone has different clients and is learning different things, we often share our learnings and help each other out. During the lockdown, everyone was reaching out and checking in on each other.



“ I have really enjoyed growing and working alongside my year group...You always have someone to go to.”



Wellington

SHAMIMI SALAHUDDIN

Senior Auditor, Wellington

Audit New Zealand offers plenty of support when studying for your Chartered Accountants qualification. You're given paid study leave and additional time off if needed. Many people at Audit New Zealand have completed the programme and understand what it's like to balance study and work, so you have a lot of people to go to for support and guidance.

In the years I've worked here, there has never been a time when my manager or mentor has said that they were too busy to help me.

I have really enjoyed growing and working alongside my year group. It's helpful to have others around you who are at the same stage as you. You always have someone to go to when you have questions or when you simply want to have coffee and talk about the week.

It's incredibly refreshing to be a part of a workplace that is made up of so many different cultures, languages, and backgrounds. Diversity is definitely celebrated. It's a friendly and approachable environment where you can talk to anyone.



OUR INTERNSHIP PROGRAMME

If you're in your second-to-last year of study and considering your career options, then read on. If you're in your final year of study, see page 7 to find out more about our Graduate Programme.

Our Internship Programme will run from late November 2021 until mid-February 2022. As an intern, you'll get a taste of what it's like to work for Audit New Zealand and gain valuable on-the-job experience.

You'll work on a variety of clients and projects, and every intern spends a week working at the Office of the Auditor-General.

At the end of the internship, you'll give a presentation to our Executive Leadership Team. We'll make job offers to those interns we think will do well at Audit New Zealand.

We know it's hard to make the transition from student life to full-time work, so you'll get a four-week break over the Christmas and New Year holiday period.

If successful, you'll start working for us as an Assistant Auditor the following February, after you've completed your studies.

Applications are open from 10am on Tuesday 2 March 2021 to 5pm on Friday 26 March 2021.



Find out more about our Internship Programme.



auditnz.parliament.nz/careers/hear-from-our-staff

OUR GRADUATE PROGRAMME

If you're in your final year of study, you can apply for our 2022 Graduate Programme.

Our graduates begin as Assistant Auditors in February, after they finish their university studies. Usually, about half of them have been through the previous year's Summer Internship Programme.

To be accepted for the Graduate Programme, you'll need to meet the provisional entrance requirements for Chartered Accountants Australia and New Zealand by early March 2022.

The programme begins with a four-day induction, where you'll receive:

- the practical training you need to start your new job; and
- the tools you need to do your job, including a laptop and a mobile phone.

The induction is where you get a chance to meet others in your year group. They'll be a great source of support as you study and work together towards qualifying as Chartered Accountants.

From the beginning, you'll work on a portfolio of clients. You'll also receive support from a mentor as you learn on the job.



Applications are open from 10am on Tuesday 2 March 2021 to 5pm on Friday 26 March 2021.



auditnz.parliament.nz/careers/graduate

CHARLOTTE FOX

Specialist Advisor, Methodology Christchurch

I was an intern over the summer of 2014/2015, and at the end of my internship I was offered a graduate role. Over the last five years, I have progressed to the role of Assistant Manager and more recently I took up an internal secondment within our Professional Practices Group as a Specialist Advisor, Methodology.

I can't believe how much I've learned so far. I've gained a good understanding of public benefit entity accounting standards and I've been able to work across some commercial entities. I've learned a lot about the vital infrastructure that supports our communities and powers our homes.

I've also had some great experiences and travelled to interesting places. For example, I've been able to travel to the beautiful and remote Chatham Islands.

Audit New Zealand is an incredibly supportive environment. There is a great professional development programme, including an incredible amount of support throughout the journey to qualify as a Chartered Accountant.

“I’ve learned a lot about the vital infrastructure that supports our communities and powers our homes.”





BECOMING A CHARTERED ACCOUNTANT

**Graduating from university with your degree is the start of your career.
Becoming a Chartered Accountant (CA) is the next part of the journey.**

We're committed to supporting our graduates to qualify as Chartered Accountants with Chartered Accountants Australia and New Zealand.

You'll need to complete a range of core subjects and some electives. We will cover all of the costs and we provide paid study leave so you can prepare for your exam. We also organise year-group support and make sure you get the practical experience you need.

In addition to supporting you to become a Chartered Accountant, we run a professional development programme to help you become a competent auditor. All of our Assistant Auditors receive a minimum of five days' training each year. We cover everything from technical topics, such as financial instruments and audit methodology, to non-technical competencies, such as how to write and communicate with clients.

Each office also carries out its own local office training. Sometimes, this training finishes with a team social event. These events can be anything from playing golf or going sailing, to cooking up a feast.

Audit New Zealand is one of the country's largest employers of aspiring Chartered Accountants. We take our role seriously in helping high-calibre graduates turn into well-rounded professionals.

GREAT JOB >>>

Here's what your career progression looks like at Audit New Zealand ...

INTERN



Interns join us in their second-to-last year at university. As an Intern, you'll get on-the-job work experience over the summer holidays and, potentially, an offer to join us as an Assistant Auditor once you graduate.

ASSISTANT AUDITOR



Graduates start as **Assistant Auditors.**

They become skilled in auditing various accounts. From day one, you'll start working on a portfolio of clients. You'll also start studying technical modules.

INTERMEDIATE AUDITOR



Intermediate Auditors

may lead small public entity audits and help coach Assistant Auditors. By the end of your second year, you'll have experience in planning and completing a full audit cycle.

AUDITOR



Auditors are responsible for completing the audit of small to medium-sized public entities, including supervising and coaching Assistant Auditors and Intermediate Auditors. You'll complete your studies to become a Chartered Accountant.

SENIOR AUDITOR



Senior Auditors

are Chartered Accountants. In this role, you'll be leading audit teams and be responsible for completing the audit of larger public entities.

ASSISTANT MANAGER



Assistant Managers

lead teams working with our larger, more complex clients and contribute to other business initiatives, such as in-house training programmes.

AUDIT MANAGER



Audit Managers

work in many aspects of the business. You'll be responsible for practice management, assigning team members to appropriate clients, mentoring and coaching, and ensuring that audits are completed to a high standard.

ASSOCIATE DIRECTOR



Associate Directors

sign audit opinions for low-risk public entities. You'll also develop key strategic leadership skills as a stepping stone to becoming an Audit Director.

AUDIT DIRECTOR



Audit Directors

are responsible for guiding and leading the direction of Audit New Zealand as a professional services firm. You'll sign audit opinions on behalf of the Auditor-General for a wide range of clients and complete quality reviews of your colleagues' work.

... and what you'll do in each role



BETTER FUTURE

“There is a clear pathway here... plenty of opportunities to develop new skills and gain experience in different areas.”



TREVOR MAKANZA

Audit Manager, Christchurch

In 2007, I was part of the first group of interns to join Audit New Zealand. Over the years, I've had the opportunity to progress all the way through to an Audit Manager.

There is a clear pathway here when it comes to career progression. At each level, there are plenty of opportunities to develop new skills and gain experience in different areas across the business.

While studying for your Chartered Accountants qualification, Audit New Zealand provides a wide range of training resources and programmes.

The internal support is great because you are studying alongside others in the office.

I have really enjoyed the mentor programme. It's great to have someone to guide you in your day-to-day tasks as well as in your career. When I became an Assistant Manager, I had the opportunity to be a mentor and this has helped me to grow my people-management skills.

Audit New Zealand is a friendly, vibrant, and diverse workplace, and you'll see that in the Christchurch office as well as in all of our offices around the country. It's a great place to work and everyone is welcome.

SUPPORTING YOU TO REALISE YOUR POTENTIAL

Our goal is to develop the potential of our people. Our work is important, and we have a responsibility to all New Zealanders to be the best we can be.

Everyone who joins us is given a buddy and a mentor. This applies whether you're an intern, a graduate, or filling a more senior role. Your buddy can answer all of those day-to-day questions, such as where the photocopier is or how to use an auditing tool for the first time.

Your mentor is a senior colleague, who is there to encourage and support you. They'll meet with you regularly, both formally and informally. They will also talk about how you're going, share their experience, and provide guidance about training and career development.

Your mentor will also co-ordinate your performance review, helping you decide what your Individual Development Plan goals should be and making sure you get a range of on-the-job experiences.

At your Graduate Induction Programme, you'll meet your Year Group Managers. They'll help make sure that your year group gels, so you can provide each other with peer support. They send out regular emails, check

you're supporting each other with your studies, and organise your annual training in Wellington.

When you graduate as a Chartered Accountant, there'll still be development opportunities and support for moving up to senior levels of the organisation.

Audit New Zealand has an excellent reputation and you'll be well placed to pursue career opportunities in the private and public sectors.





KAREN MACKENZIE

Audit Director, Auckland

The work that Audit New Zealand does is really important because taxpayers and ratepayers need to have confidence in the information that's being reported by public sector organisations. They want to know how these organisations have used their funds, and what they've achieved.

There are a lot of great reasons to work for Audit New Zealand. One of the things that makes our work really interesting is that we're dealing with organisations that touch all of our everyday lives. This might be the councils that provide the water that we drink and the roads that we drive on, or the Health Boards that provide health services.

These are services that we use every day and that we can all relate to.

As well as the variety in the organisations that we work with, there's also a really fantastic bunch of people that work for us all around the country. They are mostly all professionals who share similar values, and that's really important to me.

For me personally, Audit New Zealand has given me the flexibility to work part-time while my children have been growing up. I have really appreciated the ability to juggle things around as a working mum.

Now, as an Audit Director, I am involved in the leadership of the organisation and training our teams. Seeing our people grow and develop is particularly satisfying.

“ We’re working with organisations that touch all of our everyday lives.”



From the time you start your career at Audit New Zealand, you'll be gaining behind-the-scenes insights in to some of the country's most important organisations.

GREAT JOB BETTER FUTURE

➤ **Contributing to a better New Zealand**

The work we do helps to ensure that New Zealand's public sector is reporting its financial information and performance appropriately, and that's got to be good for New Zealand.

➤ **Building a good career foundation**

We'll help you become a strong, well-rounded, highly skilled, and sought-after professional. You'll be well supported and prepared for a great career in auditing or accounting.

➤ **Receiving great training**

We're well known for our commitment to training and development at all levels. Throughout your career with us, you'll receive training in technical and non-technical subjects to help you realise your potential and build a better future.

**Simran Singh,
Senior Auditor
Christchurch**

Audit New Zealand offers a great, supportive, working environment. The variety of clients we work with also provides excellent on-the-job training.

**Wendy Freeman,
Assistant Manager
Hamilton**

The great thing about working at Audit New Zealand is that you're surrounded by such a diverse group of people, who have different experiences and perspectives.

**Callum van Dyk,
Auditor
Christchurch**

People rely on the services that the public sector provides every day. Helping to make sure people can trust public organisations is really important to me.





WHAT TO DO NEXT

**If you think Audit
New Zealand sounds
like a great fit, then
we want to hear
from you.**

 facebook.com/auditnz

 linkedin.com/company/audit-new-zealand

***Connect
with us!***

**Visit our website,
auditnz.parliament.nz
and connect with us on
social media.**

***Apply online for our
Internship Programme
or Graduate Programme.***

To apply, you'll need your CV and a cover letter.
After you've completed the application form,
you'll be sent a link to do an online assessment.
Once that is completed, another link will
be sent to do a short video
introduction.

**Applications are open from 10am on Tuesday
2 March 2021 to 5pm on Friday 26 March 2021.**

After that

We'll be in touch after applications have closed.

If we think you would thrive at Audit New Zealand, we'll invite you to come along to one of our offices to go through the rest of our recruitment process. This includes a case study and interview.

If we discover that you and Audit New Zealand are a good match, we'll aim to have an offer in your hand as soon as possible.

If you have questions, please ask us or email us at graduates@auditnz.parliament.nz.

We look forward to hearing from you.



***Watch videos of our staff sharing
their experiences on working at
Audit New Zealand >***

auditnz.parliament.nz/careers/hear-from-our-staff



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