



An invitation to apply for the position of:

**Chief Audit and Compliance Officer
University of Missouri System**

The University of Missouri System (UM System) serves Missouri as the state's land-grant university and Missouri's only public research and doctoral-level institution. It has a unique mission to advance the opportunities for success and well-being for Missouri, the nation, and the world through transformative teaching, research, innovation, engagement and inclusion.

The UM System consists of system administration and four universities: the University of Missouri-Columbia, the University of Missouri-Kansas City, the Missouri University of Science and Technology, the University of Missouri-St. Louis, and all of their component parts, including MU Health, MU Extension and UM Engagement. The university seeks a Chief Audit and Compliance Officer to provide leadership to UM System in compliance and ethics oversight as well as audit services.

The Chief Audit and Compliance Officer reports directly to the Board of Curators and administratively to the President. The position performs highly varied administrative duties involving the use of independent judgement and professional skills to assist the President, Board of Curators, executive leadership in finance, human resources and general counsel, and other units of the UM System.

The primary responsibility of this role is to coordinate and provide assurance that the ethics and compliance matters of the system, the four universities, and the health system are executed. In addition, this role will assess and monitor the effectiveness of the compliance systems and controls, including the design, facilitation, implementation, and communication related to the University's internal auditing and compliance programs, procedures, policies, and mechanisms. Included in this scope of work are the provisions of internal audits, investigative and consultative services, and a coordinating approach to the existing compliance and ethics structures, education and training programs found throughout the system.

The Chief Audit and Compliance Officer will guide the university in serving as or as appropriate, identifying others, as primary subject matter expert(s) on audit and compliance related issues, and it will be a liaison to external audits and manage the relationships with the Missouri State Auditor's office. Lastly, this leader will also serve as a resource to the University of Missouri's Board of Curators on related matters within the context of the role by the Board.

Essential Functions and Expectations of the Chief Audit and Compliance Officer:

In addition to the aforementioned, the Chief Audit and Compliance Officer will:

- Lead the System-wide compliance program in accordance with the Federal Sentencing Guidelines by:
 - directing the Office of Ethics, Compliance and Audit Services
 - encouraging an ethical environment through a robust ethics and compliance education and training program
 - developing and promoting the University's Code of Conduct as well as appropriate compliance policies and procedures
 - establishing an oversight committee with representatives from all four campuses and the health system for ethics, compliance and audit
 - managing the University's Ethics & Compliance Hotline
- Ensure that high quality internal auditing services are provided, including development and execution of comprehensive risk-based audit plan in accordance with the professional standards promulgated by The Institute of Internal Auditors (IIA), and using guidance from other related professional bodies as appropriate, such as the Association for Certified Fraud Examiners (ACFE) and Information Systems Audit and Control Association (ISACA).
- Provide advice, analysis, and results of services in a timely and clear manner.
- Supervise internal auditors and compliance staff to ensure that audit objectives are met; adequate, practical coverage is achieved; and conclusions are supported by sufficient, reliable, relevant and useful information.
- Consult with university management regarding audit planning and results, such as improving program administration, reviewing contractual arrangements, and implementing information systems.
- Inform university leadership and reports to the Board of Curators through the audit committee regarding important findings, compliance matters, developments and activities as required by the Collected Rules and Regulations of the university and all related work plans.
- Coordinate and cooperate with external auditors, and provide information on external audits to appropriate parties.
- Follow-up on both internal and external audit recommendations and advise management and the curator audit committee as appropriate.
- Coordinate with other internal and external providers of assurance and consulting services to ensure proper coverage and minimize duplication of effort; develop co-source agreements for subject areas not covered by internal audit staff expertise.
- Develop and nurture an effective working relationship with the management of each institution and system level function.
- Provide sufficient flexibility to be responsive to management's needs and maintain a flow of communication with operating management and provide value-added services, such as client and internal audit staff training.

Expected Qualifications:

The successful candidate will possess the following:

- A bachelor's degree in a related field is necessary; advanced degree(s) highly preferred.
- Ten years of senior-level experience related directly to or in executive support of audit or compliance related management, major program initiatives and supervising professionals and services.
- A related professional certification and/or degree (examples: CPA, CIA, CFE, CISA, or JD) is expected.
- Must be able to plan, develop and implement complex strategic goals and program initiatives that require the effective management of resources; experience with these roles in a higher education setting preferred
- Must possess or be able to quickly assess, understand, and be able to address knowledge of the university's mission, processes, organization, culture and complex relationships with internal and external entities; must be able to analyze and prioritize institutional challenges and act on the university's behalf.
- Must be able to work in a collegial manner and maintain effective relationships with a variety of persons, internal and external to the organization; must possess a high level of interpersonal skills in working with individuals in collateral, superior and subordinate positions.

Application Instructions:

Please complete the brief online application and/or submit a resume or C.V. and a cover letter for consideration to the email inbox below. Recruitment efforts are being coordinated by the Executive Recruitment Team in UM System Human Resources and questions can be directed to:

**c/o Tim McIntosh, Director of Recruitment, OR
Lari Hannah Melbourne, HR Consultant
University of Missouri System
umhrexecutivesearch@umsystem.edu**

Diversity Commitment

The University of Missouri is fully committed to achieving the goal of a diverse and inclusive academic community of faculty, staff and students. We seek individuals who are committed to this goal and our core campus values of respect, responsibility, discovery and excellence.

Benefit Eligibility

This position is eligible for University benefits. The University offers a comprehensive benefits package, including medical, dental and vision plans, retirement, paid time off, and educational fee discounts.

The University will recruit and employ qualified personnel and will provide equal opportunities during employment without regard to race, color, religion, sex, sexual orientation, national origin, age, disability or status as a Vietnam-era veteran.