

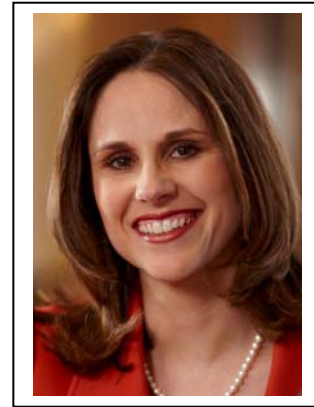
# Audit Challenge



## IIA Newsletter – Fall 2011

Hello Everyone!

It was great to see so many of you at the 2011 IIA National Conference. If you weren't one of the 800 or so that participated, you truly missed a great event. At the Conference Gala on September 27, two Toronto Chapter members were recognized for their outstanding achievements in the field of internal auditing in Canada.



The Arthur Childs Distinguished Service in Canada award honours IIA Canada members for their service to the organization in Canada. This award was granted to Mark Britt, CIA, CA and Chief Audit Executive at the University of Toronto. Mark has been involved with the Toronto Chapter since 1994, assuming a number of roles including Audit Committee Chair, President, Past President and Governor. During his time as a Chapter leader, he took on various "beyond the call" initiatives including a major Chapter financial review, a revision of the Chapter By-laws and governance structure, and a bid for the 2012 IIA International Conference. Mark has been serving Canadian members on the IIA Canada Board and the IIA North America's Chapter Relations Committee since 2008, holding the position of District Representative for Eastern Canada.

The IIA Canada Lifetime Achievement Award recognizes individual members who, through a lifetime of accomplishments and dedication to the profession and to the Institute, have impacted the Canadian practice of internal auditing, advanced the awareness of IIA Canada, and inspired professionals in Canada and around the world to make a difference in our profession and in the organizations we serve. This award was granted to Archie Thomas, CIA, FCMA. Archie joined the IIA in 1980, and his involvement with the Institute has continued for 30 years. Archie has held all Toronto Chapter executive positions, including President in 1993-1994 which led to hosting the 1994 IIA International Conference in Toronto and the Chapter's 50th Anniversary dinner recognizing chapter founder, Arthur Child. Archie also established the Chapter's Volunteer of the year Award and contributes a prize annually. He has held regional and national roles, as well significant involvement at the international level. Archie was on the Global Committees responsible for reviewing the Global IIA Structure, which was instrumental in the eventual formation of the Canadian Council, and our evolution to a stand-alone Canadian Institute. He was also one of the leaders who successfully got the Canadian Accounting Designations recognized as exempt from part 4 of the CIA exam. It has been my pleasure to interact with both Mark and Archie on a regular basis in my role as Toronto Chapter President.

As you will see from the newsletter header, the Toronto Chapter has reached "platinum" status. We have held "gold" status for the last 10 years, and based on the sustained commitment and dedication of many chapter volunteers, Officers and Governors, we have achieved this new level of recognition through the IIA's Chapter Achievement Program. Congratulations to all.

You will see on page 10 that the Call for Nominations for the 2012-2013 Chapter year has been posted. The deadline is December 31, 2011. The new Chapter leaders will be appointed at the Annual General Meeting on April 26, 2012 and will begin their terms on June 1, 2012.

Until next time,  
Jacqueline Bukaluk, President  
IIA Toronto Chapter

<p><b>GOVERNORS</b></p> <p>Mark Britt, CIA, UofT          Neil Brown, Deloitte          Ron Dell'Agnese, CIA          Todd Ernst, CIA, Willis Energy Services          David Florio, Grant Thornton LLP          Peggy Gilmour, RBC          Logi Kanap, Bank of Montreal          Ingrid Kutter, CIA, OSFI          Linda Lister, E&amp;Y          Jodie Lobana, CIA, Lobana Consulting          Tony Malfara, KPMG          Douglas A. Pirie, PwC          Mark Rodrigues, CIA, Cara Operations Limited          Tony Stanco, Toronto Hydro          Beili Wong, CIA, LCBO</p> <p><b>OFFICERS</b></p> <p><b>PRESIDENT</b>          Jacqueline Bukaluk          Scotiabank</p> <p><b>SENIOR VICE PRESIDENT</b>          Serena Persaud          University of Toronto</p> <p><b>VICE PRESIDENT PROGRAMS</b>          Liz Gitajn, CIA          Barrick Gold</p> <p><b>VICE PRESIDENT ADMINISTRATION</b>          Susie Carnevale          Protiviti</p> <p><b>TREASURER</b>          Scott Page, CIA, CCSA          Wajax Corp</p> <p><b>SECRETARY</b>          Roman Kanter, CIA          Bank of Montreal</p>	<p><b>COMMITTEE CHAIRS</b></p> <p><b>ACADEMIC RELATIONS</b>          Joanne Jones          Geoff Rodrigues, CIA</p> <p><b>ADVOCACY COMMITTEE</b>          Lou Pollieri          Nelson Huen</p> <p><b>AUDIT</b>          David Florio</p> <p><b>CAE ROUNDTABLE</b>          Mike Harris, CIA          Kseniya Babushkina, CIA</p> <p><b>CANADIAN CONFERENCE on AUDIT, GOVERNANCE, and SECURITY (CITAGS)</b>          Robert Crawford, CIA          Jeff McIlravey, CFSA</p> <p><b>CERTIFICATION</b>          Jim Barbour, CIA</p> <p><b>CHAPTER HISTORIAN</b>          Logi Kanap</p> <p><b>EDITORIAL</b>          Raj Devadas, CIA</p> <p><b>EMPLOYMENT SERVICES</b>          Nikki Russell-Benun</p> <p><b>GOVERNMENT RELATIONS</b>          Ron Foster, CIA</p> <p><b>HOSPITALITY/GOLF</b>          Alan Tsang</p> <p><b>MEMBERSHIP SERVICES</b>          Charan Kumar, CIA</p> <p><b>SEMINAR EDUCATION SERIES</b>          Angela Mitchell, CIA, CCSA          Kelly Reynolds</p> <p><b>SOUTH WEST ONTARIO EDUCATION SERIES</b>          Angela Byrne, CIA</p>	<p><b>SPONSORSHIP &amp; PUBLIC RELATIONS</b>          Jeff McIlravey, CFSA</p> <p><b>SUNRISE EDUCATION SERIES</b>          Monika Zwolak</p> <p><b>SUNSET EDUCATION SERIES</b>          Kimberley Munro, CIA</p> <p><b>VOLUNTEER COMMITTEE</b>          Bennet Chan</p> <p><b>WEBMASTER/TECHNOLOGY OFFICER</b>          Ka-on Tong, CIA</p> <p><b>MEMBERS ON CANADIAN COUNCIL</b></p> <p>Tony Malfara          Mark Britt, CIA (Ex-Officio)</p> <p><b>IIA INTERNATIONAL COMMITTEES</b>          Lal Balkaran, CIA          Internal Auditor Magazine Editorial Advisory Committee</p> <p><b>ACADEMIC RELATIONS</b>          Robert Cuthbertson</p> <p><b>RESEARCH and EDUCATION ADVISORS</b>          Lal Balkaran, CIA          Michael Malcolm, CIA, CFSA</p> <p><b>CHAPTER RELATIONS COMMITTEE OF NORTH AMERICA</b>          Mark Britt, CIA</p> <p><b>LEARNING SOLUTIONS COMMITTEE</b>          Monique Deguire          Scott Page, CIA, CCSA</p> <p><b>PROFESSIONAL ISSUES COMMITTEE</b>          Archie Thomas, CIA</p> <p><b>VALUE PROPOSITION/ PROFESSIONALISM TASK FORCE</b>          Mohammed. A. Siddiqui, CIA, CRMA</p>
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## ***Members' Nook***

### ***Employment Services***

On June 7<sup>th</sup> the IIA Toronto Chapter partnered with a leading internet job board to bring you enhanced employment services. The press release on page 12 provides details and links to more information and access to the new job website.

### ***CIA Certification***

With the high demand for auditors, the CIA certification is a great way to open doors to the auditing world. For information on the certification process, please visit <http://www.theiia.org/certification> and for study aids and options see page 11.

### ***IIA Toronto Hosts Delegations from China***

The IIA Toronto Chapter was once again pleased to host a one-day seminar for a delegation of auditors from China on October 19th, 2011. The Chair of our Volunteer Committee, Bennet Chan, and Governor Todd Ernst organized an excellent slate of speakers who presented on auditing in Canada at both private and public organizations, managing the risk of fraud, IT security risks and risk management as well as how to conduct an Enterprise Risk Assessment. IIA – Toronto President, Jacqueline Bukaluk, provided an overview of the Toronto Chapter after a gracious welcome by KPMG's Tony Malfara, a Chapter Governor, who also sponsored the day, providing our visitors with a superb meeting facility and meals.



On October 21st, 2011, IIA – Toronto SVP, Serena Persaud, presented at a seminar for a delegation of government financial auditors from Guandong Province. Over the course of two hours this group learned about our Chapter, IIA Canada and the work we do. A lively (albeit translated!) discussion was had by all on the differences between auditing in Canada and China and how different IIA Chapters administer their duties. At the Seminar closing, IIA China invited all members of IIA Toronto to attend their upcoming international conference in Beijing!

## ***Lal's Adventures in Guyana***

Enterprising Chapter Past President, Lal Balkaran, spent several days in his native Guyana on a variety of internal audit initiatives. First, Lal conducted a two-day seminar, Auditing the Human Resources Effort in an Organization attended by 105 participants. Lal then travelled on to the National Library and the University of Guyana Library where he donated over 500 books on, amongst other topics, auditing, accounting, business and finance. At the University, Lal met with the Dean of the Faculty of Social Science where his proposal for a Diploma in Auditing was approved by the Academic Council. His trip was not all work, Lal even managed to tour through the tropical jungle, photographing its flora and fauna along the way. Well done, Lal!

## ***Program Committee Calendar***

For more information please visit the calendar of events on the IIA Toronto Chapter website: <http://www.theiia.org/chapters/index.cfm/view.events/cid/8>

To register for any of the IIA events, please register through our online registration system link for each event <http://www.theiia.org/chapters/index.cfm/view.events/cid/8> or contact our IIA Administrator at: Phone: 416-223-5326, Fax: 905-508-2790, Email: [administrator@iia-toronto.org](mailto:administrator@iia-toronto.org)

## ***IIA Toronto Chapter Events***

Please find the following upcoming Toronto Chapter events.

November 29, 2011	Listening to the Board and Having the Board Listen to IT Governance
December 13, 2011	Book Club Meeting - What The Dog Saw by Malcolm Gladwell
February 2, 2012	An Effective Framework for Continuous Audits
February 7, 2012	Book Club Meeting – Integrity by Dr. Henry Cloud
April 17, 2012	Effective Audit Interviewing Techniques
April 17, 2012	How To Be An Encourager of Positive Influence
May 24, 2012	Operational Auditing

For latest news on the events, please use the following link <http://www.theiia.org/chapters/index.cfm/view.events/cid/8>

## ***IIA Canada National Conference***

The IIA Toronto Chapter was thrilled to host the fourth Annual IIA Canada National Conference, themed “Shaping the Future”, at the Sheraton Centre from September 25 to September 28, 2011.

Conference Co-Chairs Tony Stanco and Rui Senos wanted this to be an exciting, informative and fun event. From glowing feedback received to date, Tony and Rui tell us fulfilling their vision for the conference – and, more importantly, the conference itself – were both great successes!

The conference welcomed almost 800 delegates from across the country and from around the world. From the Sunday welcome reception, “Tastes of Toronto”, to the memorable opening key note address by Jeff Rubin, to Cynthia Cooper’s very personal and engaging story about Worldcom, the conference was one highlight after another.

We extend special thanks to our wonderful sponsors who helped support this event; in particular our platinum sponsor, CCH Teammate. We thank our speakers, the “bread and butter” of any conference, who took time out of their busy schedules to both prepare and present material. And grateful acknowledgement to our Toronto Chapter volunteers who showed such endurance and a strong work ethic in seeing this conference through to its successful conclusion.

### **Conference Co-Chairs with Cynthia Cooper**



**Program Committee Volunteers**



## ***Getting Passion Out of Your Profession: How to keep loving your living, come what may***

(Nina Spencer, keynote speaker on September 27 at the 2011 National IIA Conference, recaps the messages from her address)

Are you getting passion out of your profession? If you won the "big lottery", what profession would you choose? Your current position? Or would you say, "So long, it's been grand", and head for an extended vacation? When I ask audiences this question, most perk up with some profession that is totally different from the one they're in. Some say they wouldn't ever "work" again, but I suggest that after a while you'd probably get bored of being so rich and idle and would want to make a professional contribution once again. After all, even Bill Gates, Warren Buffet and Oprah Winfrey go to work!

If you find yourself (or your staff) feeling listless, and know that you used to have so much more passion for your profession than you do now...think of that song from the 1970's, by Steven Stills, "If you can't be with the one you love, honey, love the one you're with." My variation on these words is, "If you can't be in the job you'd love, honey, love the one you're in!"

Some people think the only way to rekindle passion for their profession is to quit. You don't have to quit to regain passion, but you do have to consciously decide to be passionate. It often takes a bolt of lightning or a whack on the side of the head to make us change our ways about anything in life. It's human nature to respond more quickly to pain, than pleasure. That's the reason we give the horse a little "kick", along with the verbal "giddy up!" Most of us need the "spurs" to move along. It helps if we experience an Epiphany, a.k.a. a Significant Emotional Event. Interesting that this expression's acronym is S.E.E. It takes a "seeing" to decide, "From now on I'm going to put more passion and energy into my work and my life!" That "seeing" may come to you courtesy of an organizational layoff or downsizing, serious illness, end of a primary relationship, death of a loved one or a world wide political shock such as 9/11. When workday stresses and dramas, economic or personal uncertainties or world politics, etc., make it hard to sustain your professional focus, use these eight strategies to muster your professional passion, courage andchutzpah.

**1. Practice Positive Words, Sentences and Directives:** How are you thinking about your work? How do you feel about Mondays? Fridays? Late Sunday afternoons? Noticing how we feel about the rhythm of our week tells us a lot about the negative or positive feelings we harbour for our work. Positive self-talk and communications are a big part of fortifying courage and passion for your profession.

Remember, as well, to consciously use positive words, sentences and directives throughout your day to protect and heighten your own passion for your work and to inspire the passion of others—colleagues, clients and others with whom you daily interact. Learn the difference between the "good" and the "bad" of the words you choose. Recall the difference between "forget" (negative) and "remember" (positive). For example, the negative directive of, "Don't forget the meeting Monday at 2 p.m." becomes, "Remember the meeting Monday at 2 p.m.". "Have I caught you at a bad time?" becomes, "Have I caught you at a good time." And, "If you have any questions don't hesitate to ask", becomes, "if you have questions, feel free to ask."

*It is not sufficient to know what one ought to say; one must know how to say it.*  
--Aristotle

**2. Acknowledge and Champion Professional Self-Worth:** I suspect the majority of us don't realize or acknowledge our terrific daily workplace contributions. Make a commitment to declare your professional value, even if only to yourself. And if you hold a position of official leadership,

promote professional self-worth for all your staff, too! It's easy to boast about the fine work of others you admire. It's often tougher to do the same for yourself. Declare to yourself and to others just how well you do what you do! Facilitate answers to these questions:

- What are my strengths/my assets?
- What do I do better than most?
- How have I grown this past year? (and don't say, "I grew out"!)
- What's the most valuable professional lesson I've learned this year so far?
- How am I applying that lesson learned now/intend to apply that lesson in 2012?
- What are some of the most challenging things I've accomplished in this position?
- When it comes to my work, about what would I most like to receive compliments?
- When it comes to how I perform my work, about what am I proudest?

*As is our confidence, so is our capacity.*  
-- William Hazlitt

**3. Champion (Tasteful, Timely & Appropriate) Workplace Humour:** Keeping your sense of humour is as good for your health as it is for your spirit. Three to five minutes of intense laughter can double your heart rate--the equivalent of three minutes on a rowing machine! Are you and your colleagues laughing enough at work at times when it's tasteful, timely and appropriate? Do you see how team building and bonding can develop when colleagues (and others with whom you daily interact) laugh together? How can you help foster a culture of tasteful and appropriate humour in your office or in your particular workplace setting? It may very well be up to you to get yourself and others laughing, come what may (for we can't always count on or trust that the "other guy" will get the humour cycle started). Guard against "psychosclerosis" (hardening of the thinking) and HDS (Humour Deficiency Syndrome). Now, I made these two conditions up, but some people swear they exist in their workplace! Do you agree? So, despite the serious and essential nature of your audit work, when tasteful, timely and appropriate, find something to laugh about daily. And remember: there will always be "prickly porcupines" out there disguised as people! Your assignment is to not be one of them.

*A person without humour is like a car without shock absorbers.*  
--Anonymous

**4. Keep Reframing Your Perspective:** How do you look at control? Who do you control? Who don't you control? What do you control? What don't you control? Think of control like the weather...when you go outside, you get whatever's there! It's up to you to modify your perspective and your sense of professional destiny control, so you can cope with all that changeable workplace "weather", come what may. You may not be able to control everything that goes on in your organization, or in the world for that matter, but you can develop superb personal mastery at influencing, persuading and inspiring in your own workplace "backyard"; and that's a fine start.

*Arrange whatever pieces come your way.*  
--Virginia Woolf

**5. Pick Your Purpose:** Some professionals find themselves questioning the value and purpose of their work contribution, particularly when deep in the middle of a 30 to 35 year career experience. They may even fret or lament that they've placed their career ladder on the wrong wall and pretty much climbed all the way to the top before noticing. While it may be true that most of our positions don't literally save lives, e.g. doctors, firefighters, police and other emergency response professionals, it's important to remember that your professional contribution is vital, essential, honourable, worthy and makes a significant difference--otherwise, in this budget-conscious economic climate, your job wouldn't exist! It's easier to keep going, at work and elsewhere, when you deeply know why you're doing what you're doing. Try the five "why's test: Ask yourself, five times, "Why do I do this job?" and for each answer, ask, "And why is that important to me?"

By the time you get to the fifth, "why", you'll probably be getting closer to something that sounds a lot like your real professional purpose for doing your work (and it's not just because it pays well).

*Trusting my value system makes a great contribution to my work.*  
--Anne Wilson Shaef

**6. Exercise Energy and Enthusiasm:** Energy is the groundwork for enthusiasm and the only thing more contagious than enthusiasm is the lack of it! So take care of your physical and emotional energy every day. Eat right. Sleep right. Exercise. Leave your office and get some fresh air every day, even if only for 10 minutes. Grab some sun. Have some fun. Laugh. My piano teacher always used to say, "Rests are part of the music." To physically, mentally and emotionally fortify yourself for the challenges of your busy workdays, take a breather every now and then. Rest. Exhale for a minute. And remember that "rests" are part of the musical cacophony of your workday, too.

*Take charge of your own energy and then help orchestrate the energy of those around you.*  
--Peter Drucker

**7. Push for Perseverance:** You may be in the right job, and in the right organization for you, too, yet still slip into an inexplicable periodical funk. Why is that? Who knows, but this much is true: life is complex at times and so are moods to which you may occasionally succumb. Got the professional blues at times? If so, cut yourself some slack and persevere. Blue periods disappear sooner or later (on a personal or professional level, and even on the economic and global level, too). Learn to keep the faith. Embrace, "Just for today..." thinking. "Just for today I'll push forward, soldier-on and persevere". Make a list of the things you really love about your work (and keep that list close by to review on those low-ebb days). Remember, out of harmony and order comes chaos, and out of chaos, harmony and order will come again. The cycles really do go, "round and 'round", so hang on and hang in when you must.

*When you come to the end of your rope, tie a knot and hang on.*  
~Franklin D. Roosevelt

**8. Grow and Nurture Professional Relationships:** Find creative, time efficient ways to stay in touch with your professional circle of influence and expand that circle regularly. Keep in touch with enthusiastic colleagues in your field, and even beyond your field, to help sustain your passion and always attend at least one or two professional development events yearly (like the fabulous, fun and informative IIA National Conference you just attended or sadly missed), for your own sake, as well as that of your organization and, ultimately, for the sake of all those you serve.

*Knowledgeable people know facts. Successful and prosperous people know people.*  
-- John Demartini

**To help positively network and connect, answer these questions:**

- With whom, at work, do I enthusiastically "talk shop"? (not bellyache and complain).
- With whom do I enthusiastically "talk shop", or exchange professional ideas outside of my particular office setting?
- How can I expand my network of people with the same professional interests as I?  
e.g. attend, with pleasure, employer, association and IIA hosted events!
- With whom do I share my professional victories?
- How big and diverse is my network?
- Do I want to continue to expand my network?
- If "Yes", one thing I can do today to move myself in that direction is...  
one thing can I do tomorrow...next week, next month...etc. is...

*Call it a clan, call it a network, call it a tribe, call it a family. Whatever you call it, you need one.*  
--Jane Howard

# Audit Challenge



Considering all the mind boggling changes we've experienced in our workplaces and in our world since the turn of the century, keeping passion for your profession is more challenging than ever. It's hard to keep up, for sure. But this much is true: Life is change and work is change, but passion for your profession, and for your life, is optional...and each one of us gets to choose.

So:

*Make your choice, adventurous stranger. Strike the bell and bide the danger.  
Or wonder 'til it drives you mad, what would have followed, if you had.*

-- C. S. Lewis, from *The Magician's Nephew*, Book 1, *Chronicles of Narnia*

P. S. It was my sincere honour to keynote on September 27th, at your 2011 National Conference. What a splendid audience you were, proving, once again, that audit professionals are great fun, indeed and know how to get the most out of their conference experience! If I may ever be of service to you again, via your institute or within your separate organization, that would certainly be my pleasure. All the best for 2012 and beyond!

**Note on Speaker:** Nina Spencer is a business/motivational keynote speaker, workshop facilitator and bestselling author of *Getting Passion Out of Your Profession: How to keep loving your living...come what may*, who specializes in interpersonal communications and rebuilding workplace passion. Nina can be reached at 416-588-3334. To book Nina's keynote or workshop services for your organization's event, visit <http://www.ninaspencer.com> or email [nina@ninaspencer.com](mailto:nina@ninaspencer.com)

## *The Institute of Internal Auditors Call for Nominations for the Toronto Chapter*

The IIA's (Toronto Chapter) Nominating Committee is seeking nominations for candidates to fill open positions on the IIA Toronto Board of Governors and the Chapter Officers for 2012-2013. Some current members in these positions may be re-nominated for another term or alternate candidates may be submitted for consideration.

Candidates should possess the following characteristics:

- Experience and a track record of excellent performance with the Chapter as either a member of a committee, the Executive, or the Board, or as a volunteer with an IIA chapter in another jurisdiction, or at the National or Global level
- IIA designated, or actively pursuing one
- Significant number of years of experience in internal auditing as a senior level practitioner (CAE/Director/Manager) or a senior level professional services provider
- Is a member in good standing of the Institute and of the Chapter
- Is willing and able to commit the time required to discharge the responsibilities of the position
- Enthusiastic and reliable
- Committed to the Chapter's objectives
- Has support of the employer
- Has some experience in managing people and/or voluntary organizations or have leadership and facilitation skills
- Passion for the profession

The nomination form is available at <http://www.theiia.org/chapters/index.cfm?cid=8>. E-mail it to the Nominating Committee at [administrator@iia-toronto.org](mailto:administrator@iia-toronto.org) by **December 31, 2011**. The new Chapter leaders will be appointed at the Annual General Meeting on April 26, 2012 and will begin their terms on **June 1, 2012**.

If you have any questions, you may contact Joan Rainville at [administrator@iia-toronto.org](mailto:administrator@iia-toronto.org).



## THE IIA'S CIA LEARNING SYSTEM™



The IIA Toronto Chapter is proud to offer to its members the CIA learning system at cost!

To provide additional value to our members and to promote the IIA certification process, we are offering the CIA 4 part kit for **\$550.00 CAD + HST + Delivery**. Normal pricing is \$795 USD (plus shipping, if required). If you are interested in purchasing the CIA Learning System, please contact the Toronto Chapter's office at 416.223.5326 or [administrator@iia-toronto.org](mailto:administrator@iia-toronto.org)

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## ***Dedicated Job Board for Internal Audit and Risk Management Professionals & Employers*** ***[www.internalauditorjobs.ca](http://www.internalauditorjobs.ca)***

A partnership between the Toronto Chapter of the Institute of Internal Auditors (IIA) and Workopolis NicheNetwork will give internal audit and risk management professionals a dedicated job board for internal audit and risk management career opportunities.

[internalauditorjobs.ca](http://internalauditorjobs.ca) launched on June 7, 2011 and is also accessible through the IIA Toronto Chapter's website: [theiia.org/toronto](http://theiia.org/toronto). The site allows employers to find the best match for available positions and gives internal audit and risk management professionals the opportunity to conduct focused career searches within these specialized professions.

For job seekers, the site offers free and confidential résumé posting, the ability to create profiles that will be viewed by top employers and features the opportunity to receive job alerts from key employers.

Employers now have a centralized recruiting resource for the broad pool of internal audit and risk management talent that the IIA Toronto Chapter serves. The site offers employers a variety of options for job postings and advertising that can be tailored to their unique needs.

"This is a valuable career resource that connects talented job seekers with employers in a more focused and efficient manner" said Jacqueline Bukaluk, President of the IIA Toronto Chapter. "We are pleased to provide this forum for our accomplished internal audit and risk management community to discover new opportunities which will allow them to use their considerable skills and training in providing great value to organizations. IIA Toronto and Workopolis NicheNetwork is a perfect partnership for bringing internal audit and risk management professionals and top employers together."

"Workopolis is proud to launch [internalauditorjobs.ca](http://internalauditorjobs.ca) in partnership with the Toronto Chapter of the Institute for Internal Auditors, which is the second largest Chapter in North America. With their skilled, professional membership and Workopolis' online recruitment expertise, this new site will be the premier place for employers and internal audit and risk management professionals to connect with each other online," says Joseph Wilke, Vice President of Workopolis.

For more information, please contact:

Nikki Russell-Benun,  
Chair, Employment Services  
Email: [nikki.russell-benun@ca.gt.com](mailto:nikki.russell-benun@ca.gt.com)

Or

Susie Carnevale  
IIA Toronto Chapter, VP Administration  
Email : [susie.carnevale@protiviti.com](mailto:susie.carnevale@protiviti.com)

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