How The IIA Competency Framework Supports Successful Internal Audit Practices

IIA Quality Services' assessment teams work with many internal audit activities each year where the use of the Competency Framework is a successful internal audit practice that establishes a baseline of knowledge, skills, and experience for each level within internal audit. When internal audit implements the Competency Framework, it supports talent management activities and demonstrates professional proficiency when including specific skills related to internal auditing and associated professional requirements, in turn supporting a comprehensive quality assurance and improvement program (QAIP).

The Competency Framework provides internal audit management and staff with a robust tool to assess competencies and develop key performance indicators (KPIs). Competencies should also be referred to when making training decisions and scheduling assignments. Third-party resources used effectively may supplement specialized skill requirements.
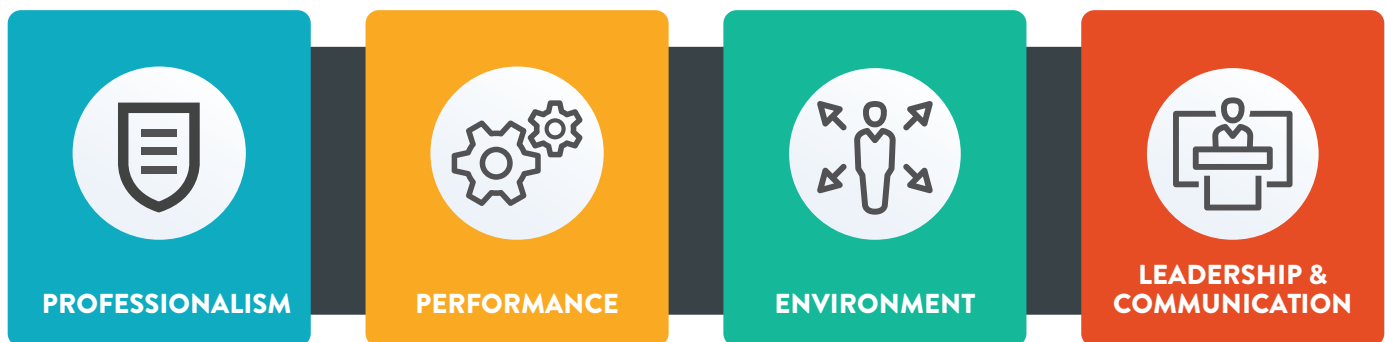
A good blend of skills from a technical, financial, and operational perspective within internal audit yields proficiency and is then supported by a commitment to training and professional development.

The Competency Framework supplements job descriptions for internal audit management and staff and can be used to support:

- training and professional development activities;
- scheduling of resources for internal audit engagements;
- decisions regarding the use of third-party subject matter experts for internal audit engagements;
- identification of professional certification requirements;
- hiring of new staff into internal audit; and
- succession planning for the CAE and key professionals within internal audit.

These tools are especially relevant for organizations experiencing dynamic change and/or employing a rotational staffing model. The Competency Framework promotes consistency, quality, and sustainability within internal audit. For more information regarding the Framework, visit www.theiia.org/CompetencyFramework.

INTERNAL AUDIT **COMPETENCY** FRAMEWORK

PROFESSIONALISM	PERFORMANCE	ENVIRONMENT	LEADERSHIP & COMMUNICATION

NEED FURTHER INSIGHT INTO QUALITY ASSESSMENT?

Backed by vast knowledge, experienced resources, and comprehensive research, IIA Quality Services is well-equipped to provide effective external assessment services for any internal audit activity — in-person or virtual.

Contact us at **Quality@theiia.org**.

ABOUT IIA QUALITY SERVICES

IIA Quality Services' mission is to elevate professionalism within internal auditing and conformance to the *International Standards for the Professional Practice of Internal Auditing* by providing knowledge resources to internal audit activities. IIA Quality Services' experts provide full-scope quality assessments, validations of self-assessments, and readiness assessments.