

# **SANDAG**



## **Independent Performance Auditor**



## ■ THE POSITION

The Independent Performance Auditor (IPA) reports to the SANDAG Board of Directors via a 5-member independent Audit Committee consisting of 3 members of the public with qualifying experience and technical expertise and 2 members of the SANDAG Board of Directors.

The IPA heads the Office of the Independent Performance Auditor (OIPA), a department currently staffed by 5 additional professionals and 2 interns. The OIPA is independent of SANDAG's executive branch and management. The IPA's independence is further enhanced by contractual protection that the IPA can't be terminated without cause and a two-thirds vote both by the Audit Committee and SANDAG's Board of Directors.

The IPA is responsible for: determining the scope and nature of the examinations the OIPA undertakes; oversees and conducts independent examinations of SANDAG programs, functions, operations, and management systems and procedures to assess whether the agency is achieving economy, efficiency, and effectiveness in the employment of available resources; providing sound professional recommendations for consideration in formulating policies and procedures, establishing internal controls, and improving operational and organizational performance. Additionally, the IPA performs investigations of reported fraud, waste or abuse related to SANDAG and continuously monitors organizational risk.

## ■ THE IDEAL CANDIDATE

The Audit Committee and Board of Directors is seeking a highly-experienced, executive-level government auditor with significant experience reporting directly to a board, city council or other independent body (i.e., audit committee).

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## Our Commitment to Equity

We hold ourselves accountable to the communities we serve. We acknowledge we have much to learn and much to change; and we firmly uphold equity and inclusion for every person in the San Diego region. This includes historically underserved, systemically marginalized groups impacted by actions and inactions at all levels of our government and society.

We have an obligation to eliminate disparities and ensure that safe, healthy, accessible, and inclusive opportunities are available to everyone. The SANDAG equity action plan will inform how we plan, prioritize, fund, and build projects and programs; frame how we work with our communities; define how we recruit and develop our employees; guide our efforts to conduct unbiased research and interpret data; and set expectations for companies and stakeholders that work with us.

We are committed to creating a San Diego region where every person who visits, works, and lives can thrive.

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### **This individual will have a demonstrated record of:**

- » A professional designation of Certified Public Accountant and/or Certified Internal Auditor;
- » At least 10 years of increasingly responsible performance auditing in accordance with Generally Accepted Government Auditing Standards (GAGAS). This experience will include at least five years of management and supervisory experience;
- » Willingness to be a “working” IPA;
- » Capability in developing risk assessments for a complex organization;
- » Creating annual work plans for impactful audits based on the risk assessment within the context of available staff resources;
- » Excellent government auditing knowledge and audit management skills;
- » Excellent people and leadership skills;
- » Ability to be apolitical and effective in a highly political and “open government” environment;
- » Outstanding public presentation and written communication skills; and
- » Personal fortitude, ethical practices and integrity consistent with the structural independence of this position.

### **It will be helpful, but not firmly required, to have a demonstrated career history and professional competencies that include:**

- » Professional designation as a Certified Fraud Examiner;
- » Experience administering an organization’s Fraud Hotline program and performing investigation for all material complaints received related to potential fraud, waste and abuse;
- » Knowledge of federal and California State laws relating to public agencies and public finding;
- » Ability and willingness to provide advice on best practices for risk identification, mitigation and remediation;
- » Experience monitoring compliance with mandated legislation;
- » In-depth understanding of funding and revenue sources, expenditures, infrastructure and capital programs, and other administrative programs in a highly-regulated government setting; and
- » A strong understanding of the agency’s core functions and responsibilities and ability to consider the organization’s capabilities, mission, vision, values, and strategic goals and objectives in work efforts.



## ■ COMPENSATION AND BENEFITS

The approved salary range for the Independent Performance Auditor is **\$165,449 to \$256,446** per year; final salary determination will be based on qualifications and experience. Salary is complemented by an attractive benefit package that includes:

- » **California Public Employees' Retirement System** (CalPERS 2% @ 60 years for classic members or 2% @ 62 years for new members as defined under PEPRAs); SANDAG does not participate in Social Security;
- » **457 Deferred Compensation Plan**;
- » **Health, Dental, and Vision insurance**, including coverage for dependents; Executive Health and Wellness program;
- » **Life/AD&D insurance**; Short- and Long- term Disability insurance;
- » **Management Benefit** – equal to 2.5% of salary annually to be used toward one or more of the following: health insurance premiums, additional time off, or contributions to the 457 Plan or flexible spending accounts;
- » **Leave Benefits** – a combination of 12 paid holidays, 2 floating holidays, and up to 28 days of Paid Time Off per year; and
- » **Transportation Benefits** – vehicle allowance, paid parking, and regional transit pass.

### Project Schedule

**First Resume Review:** Monday, June 26  
**Screening Interviews:** Wednesday, June 28 – Monday, July 3  
**Audit Committee Interviews:** Friday, July 14  
**Board of Director Interviews:** Friday, July 28  
**Approval of Contract:** Friday, September 8  
**Anticipated Start Date:** Monday, October 2

**SANDAG**

## ■ THE OFFICE OF THE INDEPENDENT AUDITOR

The Office of the Independent Performance Auditor (OIPA) was established in April 2019. Currently, there are five professional auditors and two interns in the office including the Independent Performance Auditor. There is potential for additional staff dependent on approval of SANDAG's Board of Directors. OIPA serves as the SANDAG Board of Directors' oversight function that objectively evaluates and recommends improvements to SANDAG, including facilitating an objective risk assessment regularly. Additionally, OIPA is the official body of SANDAG to investigate potential fraud, waste, and abuse identified by SANDAG staff or other stakeholders.

For further information regarding OIPA, please refer to the OIPA website:

<https://www.sandag.org/about/office-of-the-independent-performance-auditor>

## ■ ABOUT SANDAG

Using data and technology to inform planning, SANDAG connects the San Diego region with projects, programs, initiatives, and operations to enhance quality of life for everyone in San Diego County's many communities.

SANDAG is governed by a Board of Directors made up of elected officials from the region's 18 city councils and the County Board of Supervisors. The Board creates public policy on significant regional issues such as growth, transportation, environmental concerns, housing, finances, and public safety. Their direction drives how projects and resources are prioritized and allocated. Representatives from neighboring jurisdictions (including tribal governments and Mexico), governmental organizations, and transit agencies serve on the Board as non-voting advisory members.

For further information regarding SANDAG, please refer to the website: <https://www.sandag.org>



## ■ APPLICATION PROCESS AND SELECTION PROCEDURE

This position is open until filled. To be considered for this exceptional career opportunity, submit your résumé, cover letter, and a list of six work-related references (two supervisors, two direct reports, and two colleagues, who will not be contacted in the early stages of the process), **and a copy of or link to a recent audit report** by the first resume review date of **Monday, June 26, 2023**. Résumé should reflect the years and months of employment with beginning/ending dates..

Please go to our website to submit your application: <https://www.cps hr.us/recruitment/2215>

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications and experience will be given preliminary interviews by a subcommittee of the SANDAG Audit Committee. Candidates deemed most qualified will be referred to the full Audit Committee, which is empowered by California State Law to appoint the IPA subject to approval by the SANDAG Board of Directors.. Appointment will also be subject to comprehensive reference, background and media checks.

For further information contact:

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