

IMPACT HEALTH ORGANISATION

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Job Opening

director-of-internal-audit-and-compliance-diac

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| Job Title: | Director of Internal Audit and Compliance (DIAC) | Designation: | Director of Internal Audit and Compliance (DIAC) |
| Company: | Impact Health Organisation-IHO | Department: | Management - IHO |
| Status: | Open | | |
| Planned number of Positions: | | | 0 |
| Vacancies: | | | 0 |
| Route: | director-of-internal-audit-and-compliance-diac | | |

Location: Juba, South Sudan (Headquarters)

Job Type: Part-Time (Senior Management / Governance Level)

Reporting Line: Functional: Governing Board / Audit Committee; Administrative: Country Director (CD).

About Impact Health Organisation

Impact Health Organization (IHO) is a premier national non-governmental organization in South Sudan, established in October 2013 to deliver emergency and development aid with a focus on health, nutrition, and WASH. Our mission is to help vulnerable communities achieve immediate and lasting change to manage and maintain their own health and well being. We are deeply rooted in both urban and rural landscapes, supported by esteemed partners including UNICEF, UNFPA, WFP, and other international Fund. IHO maintains a commitment to transparency, accountability, and a zero-tolerance policy regarding sexual exploitation, abuse, and fraud.

Position Overview

The Director of Internal Audit and Compliance (DIAC) is a critical governance-level role designed to provide independent assurance over IHO's governance, risk management, and internal control processes. Restructured to have direct access to the Board of Directors, this position ensures maximum impartiality and transparency, effectively insulating the audit function from management influence. The DIAC is responsible for maintaining IHO's prestigious Low Risk financial rating by monitoring internal controls every three months and ensuring strict adherence to both statutory regulations and donor requirements.

Detailed Responsibilities

1. Governance and Independent Assurance

- **Board Reporting:** Provide the Governing Board and Audit Committee with regular, independent reports on the state of IHO's internal controls and governance frameworks.
- **Audit Cycle Management:** Conduct and monitor comprehensive internal audits every three months to identify and correct compliance risks before external evaluations.
- **Integrity Oversight:** Evaluate the effectiveness of the organization's management structure to ensure strategic



goals are met with the highest levels of efficiency and accountability.

2. Risk Management and Mitigation

- **Risk Register Oversight:** Maintain and update the organizational Risk Register, ensuring that it captures likelihood, consequences, and crucially specific mitigation measures for identified threats.
- **Systemic Risk Analysis:** Lead project-specific risk analysis for major donor initiatives (UNFPA, UNICEF, etc) to prevent disruptions in project implementation.
- **Financial Fraud Prevention:** Monitor the utilization of the finance system to ensure strict segregation of duties in bank reconciliations, transaction recording, and payment approvals.

3. Compliance and Ethical Standards

- **Zero-Tolerance Enforcement:** Act as the primary monitor for IHO's zero-tolerance policy toward fraud, corruption, and unethical behavior, aligning with the United Nations Convention against Corruption.
- **PSEA and Safeguarding:** Oversee compliance with the Protection from Sexual Exploitation and Abuse (PSEA) policy, ensuring all staff have received mandatory training and have signed the Code of Conduct.
- **Vendor and Partner Due Diligence:** Implement robust mechanisms to check all suppliers against **UN sanctions lists** and conduct ex-ante assessments of sub-partners to ensure they meet IHO's ethical standards

4. Operational and Supply Chain Audit

- **Inventory Integrity:** Audit supply records to ensure that expiry dates are monitored and that commodities are issued based on a First Expiry, First Out (FEFO) mechanism to prevent obsolescence.
- **Asset Safeguarding:** Verify that all organizational assets, including the vehicle fleet, are comprehensively insured and stored in an orderly manner on pallets or shelves to facilitate physical counts.
- **Last-Mile Logistics:** Monitor the efficiency of the last-mile distribution (LMD) system to ensure supplies reach field sites within recommended timeframes without loss or diversion.

Required Qualifications and Expertise

- **Education:** Bachelor's degree in Business Management, Accounting, or a related field. A CPA or ACCA certification is mandatory for this senior governance role.
- **Experience:** A minimum of 10 years of progressive experience in internal audit, risk management, or financial compliance, preferably within the humanitarian sector in South Sudan.
- **Technical Skills:** Advanced proficiency in ERPNEXT, DHIS-2, and computerized accounting systems. Expert knowledge of Results-Based Management (RBM) and HACT micro-assessment frameworks.
- **Thematic Expertise:** Proven track record in managing Safeguarding/PSEA investigations and auditing clinical/pharmaceutical supply chains.
- **Character:** Absolute integrity and a commitment to IHO's pillars: care, professionalism, respect, and accountability.

How to Apply

Interested candidates should submit their CV and a cover letter to hrm@ihosavinglives.org and cc jobs@ihosavinglives.org and also deliver your hardcopy to IHO Head Office, Bilfipam road Tongping, Near AIDA Hotel, Juba-South Sudan

IHO is an Equal Opportunity Employer; qualified women and persons with disabilities are strongly encouraged to apply
Deadline for Application 29th January 2026.

Currency: USD

Lower Range: \$ 0

Upper Range: \$ 0

