



1. JOB TITLE: Audit Associate

Location: Dar Es Salaam Office

Company background:

RSM Eastern Africa is a member firm of the RSM network, a world leading provider of audit, tax and consulting services to entrepreneurial growth-focused organisations globally. The network has a combined staff of over 64,000 with 820 offices across 120 countries and in each of the top 40 major business centres.

RSMEA was founded in 2004 and has developed a powerful network of offices across East Africa. The factor that links RSM member firms is its Purpose - THE POWER OF BEING UNDERSTOOD which is rooted in RSM's unwavering focus on our principles of collaboration, understanding and providing relevant insights and solutions by: gaining a deep understanding of what matters to our clients; building a long-term relationship through a client-centric focus; sharing insights of our local and global experts; and design-thinking and co-creating solutions. This client-centric approach ensures that we acquire a deep understanding of our client needs, that empowers businesses to move forward and

realise their full potential.

RSM in East Africa specialises in Audit & Assurance, Transaction Advisory, Tax Services, Management Consulting, Risk Advisory, and Outsourcing. RSMEA clients range from growth-focused entrepreneurial businesses through to leading multi-national organisations across many sectors and operating nationally and across borders.

The Opportunity

Are you a detail-oriented and analytical individual with a passion for numbers? We're seeking talented Audit Associates to join our dynamic team. As an Audit Associate, you will play a crucial role in ensuring the accuracy and reliability of our clients' financial statements. This is an exciting opportunity to progress your career in audit and contribute to the success of our growing firm.

Qualifications

- To qualify, you must possess:
 - An undergraduate degree in a business-related field with a minimum of Upper Second Class honors.
 - Be actively pursuing the CPA (T) or ACCA qualification.

Background and Experience

- We are seeking candidates with a minimum of 1 to 2 years of audit experience gained within a professional services firm. Ideal candidates will have a proven track record of working effectively in audit teams, from start to finish. A strong understanding of audit procedures, as well as a solid grasp of IFRS and ISA, is essential.
- While we prioritize candidates with this level of experience, we also encourage recent graduates with exceptional academic records and a genuine passion for audit to apply.

Skills and Competencies

The ideal candidates should have good knowledge of accounting and audit procedures and should be eager to embrace the RSM culture and embody our values in everything he/she does.

- Core competence in audit
- Fluency in MS Office applications
- Fast learner and comfortable with new challenges
- Integrity and reliability
- A team player
- Good communication and social skills
- Commitment to complete tasks within the agreed timelines
- Fluency in English and excellent research and report writing skills
- Self-motivated and ability to take initiative

Responsibilities and Outcomes

- Carrying out an audit, following the audit plan, under the supervision of the field team leader and the team leader.
- Handling a minimum of 24 engagements during a year.
- Working as an effective team member to complete assigned tasks within the time budgeted for those tasks and communicating the engagement progress on a daily basis to the field team leader.
- Ensuring review notes on assigned tasks are resolved within 24 hours or such other time as agreed with the team leader.
- Identifying engagement issues and communicating these, as they arise, to the team leader.
- Effectively documenting work to performance standards.
- Actively developing technical skills on the job and through formal training and complying with the firm's CPD requirements.
- Building working relationships with the client
- Carrying out any other tasks as may be delegated from time to time

If you are inspired to build strong, collaborative and lasting relationships with our stakeholders; gain a deep understanding of our clients' needs; ensure every client benefit from tailored thinking and you resonate with our values; fill out your application by clicking [HERE](#). The deadline for applications is **Wednesday, 14 August 2024**. Only shortlisted candidates shall be contacted

2. JOB TITLE: Audit Senior

Dar es Salaam Office

Company background:

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relationship through a client-centric focus; sharing insights of our local and global experts; and design-thinking and co-creating solutions. This client-centric approach ensures that we acquire a deep understanding of our client needs, that empowers businesses to move forward and realise their full potential.

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The Opportunity

We are looking for passionate Audit Seniors to execute audit engagements which shall include planning, executing, directing, and completing audits, and being the field team leader. The Audit Senior will handle client assignments and responsibilities and report to the Audit Supervisor/Manager (team leader). The ideal candidates should have good knowledge of accounting and audit procedures and should be eager to embrace the RSM culture and embody our values in everything he/she does.

Qualifications

- To be considered for this position, candidates must possess the following:
 - An undergraduate degree in a business-related field with a minimum of Upper Second Class honors.
 - A qualified CPA (T) or ACCA designation.
 - A strong understanding of International Financial Reporting Standards (IFRS) and International Standards on Auditing (ISA).

Background and Experience

- We seek a candidate with a minimum of 3 to 4 years of hands-on audit experience. Ideal candidates will have a strong track

record of working with multinational and local clients in the NGO, manufacturing, services and logistics sectors. Proficiency in utilizing audit software and basic understanding of IT and computer skills is essential.

Skills and Competencies

We are looking for individuals who are passionate about their career and committed to professional growth. To excel in this role, you will need:

- Technical Skills:
 - Strong core competence in auditing
 - In-depth knowledge of IFRS and ISA
 - Proficiency in MS Office applications
 - Familiarity with audit software is preferable
- Interpersonal Skills:
 - Excellent communication and interpersonal skills
 - Proven ability to work effectively as part of a team
 - Strong client relationship management skills
- Personal Attributes:
 - A curious and inquisitive mind with a strong desire to learn
 - Self-motivated and results-oriented
 - Strong organizational and time management skills
 - High level of integrity and ethical conduct
 - Ability to work in an organised manner to meet deadlines

Responsibilities

- Reviewing the job planning schedule; contacting the client to agree the audit timeframe and other logistics, including organising for a kick-off meeting; preparing the audit plan for team leader and/or Partner approval.
- Carrying out an audit, following the audit plan, under the supervision of the team leader.
- Following up signed financial statements, letter of representation, management letter and outstanding fees and

ensuring the audit team has completed the evaluations before Partner sign-off.

- Responding to client correspondence/queries and ensuring the clients are updated of the engagement progress on a regular basis.
- Providing support to the team leader to ensure that the files are wrapped up within the required timelines.
- Developing working relationships with clients, ensuring positive feedback is received on all engagements in terms of delivery and value addition.
- Support identification of cross-selling opportunities.
- Assist in preparing the proposals specific to the Request For Proposals.
- Identifying significant issues that will add value to the client on at least 10 engagements handled.

Outcomes

- Handling a minimum of 18 engagements during a year.
- Ensuring that the client on-boarding processes are completed and signed off prior to the commencement of the audit and all planning sections are complete and signed off by the team leader and Partner as required.
- Working as an effective team member to monitor the assignment and complete the assigned tasks within the time budgeted for those tasks and communicating the engagement progress on a daily basis to the team leader.
- Identifying engagement issues and communicating these, as they arise, to the team leader, including escalating any complex issues to ensure that these are resolved before completion of the fieldwork.
- Effectively documenting work to performance standards ensuring minimal review queries arise on review by the team leader.
- Supervising the team, reviewing working papers on a daily basis, provide coaching, ensuring audit conclusions are well-documented and assembling the file (including the financial statements, management letter points, and draft letter of

representation) ready for team leader review within 72 hours of completing fieldwork.

- Ensuring review notes on assigned tasks are resolved within the stipulated timelines.
- Actively developing technical skills on the job and through formal training and complying with the firm's CPD requirements.
- Obtain certification for all the IFRS modules on IFRS Fundamentals.

To apply, fill out your application by clicking [HERE](#). The deadline for applications is **Wednesday, 14 August 2024**. Only shortlisted candidates shall be contacted.