SOGESART

TERMS OF REFERENCE (TOR)

Internal Auditor

Type of Contract: Indefinite term

Background

The Sambangalou Energy and Transmission Network Management Company (SOGESART) is an inter-State public company of the Gambia River Basin Development Organisation (OMVG). It is responsible for the management, operation, maintenance and optimisation of the hydroelectric facilities and transmission network infrastructure forming part of the assets of the OMVG Energy Project.

SOGESART was established on 29 January 2016 in Addis Ababa, Ethiopia, by the OMVG Member States (The Gambia, Guinea, Guinea-Bissau and Senegal). The Company became operational in June 2025 following the appointment of its governing bodies.

SOGESART's operational success depends on the effective structuring of its human resources and internal organisation. In this regard, its three-year recruitment plan is being implemented in a phased manner to support its deployment and operational effectiveness. It is within this framework that SOGESART is recruiting an Internal Auditor.

Reporting Line

The Internal Auditor shall report directly to the Board of Directors, with an administrative reporting line to the Managing Director, and shall perform his/her duties independently in accordance with the International Professional Practices Framework (IPPF).

Key Duties and Responsibilities

The Internal Auditor shall be responsible for assessing the effectiveness of the Company's internal control, governance and risk management systems i n accordance with the International Standards for the Professional Practice of Internal Auditing.

In this capacity, the successful candidate shall:

- Develop and implement the Internal Audit Charter, as well as internal audit plans and programmes;
- Assess the effectiveness of internal control mechanisms;
- Verify compliance with internal procedures and applicable regulations;
- Ensure the eligibility of expenditures incurred;
- Conduct operational, financial and compliance audits, and recommend corrective measures;
- Prepare external audit assignments and the related documentation;

- Contribute to the continuous improvement of internal control procedures;
- Help strengthen transparency and accountability mechanisms;
- Participate in the preparation and monitoring of service contracts relating to his/her area of responsibility (administrative, financial, accounting and procurement procedures manual);
- Coordinate the preparation and revision of the administrative, financial, accounting and procurement procedures manual;
- Ensure compliance with internal administrative procedures;
- Serve as Secretary to the Internal Audit Committee;
- Document and report cases of fraud or abuse identified during audit investigations;
- Prepare audit reports, findings and recommendations;
- Provide the Board of Directors with all information necessary for the proper functioning of the Company;
- Monitor the implementation of audit recommendations;
- Perform any other duties within the scope of the position as assigned by the Board of Directors, the Audit Committee or the Managing Director.

Required skills and qualifications

Candidates must possess:

- A Master's degree (Master's level/Bac+5) in Audit, Accounting, Finance or a related field;
- At least ten (10) years of relevant professional experience in auditing or risk management;
- Sound knowledge of internationally recognised auditing standards and certifications (CIA, ACCA, CISA, etc.) and internal control systems;
- Ability to conduct objective assessments of operational and financial risks;
- Proficiency in audit tools and standard office software;
- Strong communication and reporting skills;
- Strong analytical, synthesis and investigative skills;
- Excellent drafting and report-writing skills;
- Excellent command of at least one of the official languages of OMVG (English, French or Portuguese); proficiency in a second official language will be considered an asset;
- Professional integrity, independence, discretion and respect for confidentiality;
- Leadership and strong organisational and coordination skills;
- High professional standards and attention to detail;
- Responsiveness and problem-solving skills;
- Availability;
- Ability to work effectively in a multicultural and multilingual environment.

Other Applicable Conditions

Candidates must:

- Be nationals of an OMVG Member State;
- Be no more than fifty-five (55) years of age;
- Be capable of working in a multicultural and multidisciplinary environment;
- Be willing to undertake missions within the Member States of the Organisation.

SOGESART is an equal opportunity employer and strongly encourages applications from qualified women.

Duty Station

The position is based at the SOGESART Headquarters, located in Kaporo Centre, Commune de Ratoma, Conakry, Republic of Guinea. As part of the Company's future development, the successful candidate may be assigned, on either a temporary or permanent basis, to any subsidiary or entity that SOGESART may establish in the Republic of Guinea or in any other OMVG Member State, in accordance with the provisions governing SOGESART staff and, where applicable, by an amendment to the employment contract.

Application file

Applications shall include:

- A cover letter;
- A detailed curriculum vitae (maximum five pages);
- Certified true copies of academic qualifications and employment certificates;
- A certified true copy of a valid passport or national identity card;
- One (1) recent passport-sized photograph;
- the contact details of three (3) professional referees.

Submission and Closing Date

Applications must be submitted by e-mail no later than **6 September 2026** to: **recrutements_sogesart@omvg.org**, with the subject line: "Application – Internal Auditor (SOGESART – Conakry)"

Only shortlisted candidates will be contacted.

SOGESART reserves the right not to proceed with this recruitment process or to amend it without prior notice or justification.