

## JOB SPECIFICATION

### GROUP INTERNAL AUDITOR, GROUP AUDIT

Hill & Smith PLC information: <https://hsgroup.com/>

Hill & Smith PLC creates value by providing solutions that enhance the resilience of vital infrastructure and the built environment. The Group employs c.4,500 people worldwide with the majority working within its autonomous, agile, customer focused operating businesses based in the UK, USA and India. The Group currently consists of 17 operating companies with a core focus on infrastructure, construction, and industrial applications. The operating companies function independently, with their Managing Directors having a high degree of autonomy and accountability to deliver their business objectives.

Headquartered in the UK, Hill & Smith PLC is a FTSE 250 listed company, with revenues in excess of £850m and a market capitalisation of c.£1.6bn. The head office in Solihull employs c.35 people. The Group does not operate a shared services model.

Hill & Smith has a strong performance-orientated and entrepreneurial culture. By giving significant autonomy to the individual operating company MDs this ensures that decisions are made close to the market and that businesses respond rapidly both to opportunities and to changes in the competitive environment.

Teamwork and collaboration are valued throughout the business. The Group is committed to building a diverse workforce in which difference is embraced. It believes in continuous learning and development; in short, it invests in its people to help them excel.

#### **THE OPPORTUNITY: Group Internal Auditor**

Key responsibilities include:

- Planning and performing internal audit reviews at operating companies to assess the design and operating effectiveness of controls (both financial and non-financial).
- Assisting with the group-wide risk management process; supporting and training operating companies in risk management methodology and assessing / advising on operating company risk registers.
- Identifying and documenting control deficiencies and assessing the severity of associated risks.
- Preparing and presenting reports that reflect the results of audit and risk management work performed.
- Performing ad-hoc project work relating to risk management, controls, assurance and business processes as it arises.

**Reports to:** Group Head of Internal Audit and Risk

## THE CANDIDATE

The successful candidate will have/be:

- Self-confident with strong interpersonal skills and the ability to partner with various internal and external stakeholders, including senior executive members of the Group.
- Able to produce professional reports, written in a style suitable for presentation to senior management.
- Willing to undertake travel (up to 20%) within the UK and overseas.
- Integrity and sound independent judgement.
- A self-starter mindset with the desire to learn.
- Strong analytical and problem-solving skills.
- Computer literacy, with strong spreadsheet skills.
- Attention to detail but also the ability to see the bigger picture.
- Qualified chartered accountant, with 'big 4' or similar experience.
- Prior exposure to the manufacturing sector and international operations.

## LOCATION

Solihull, UK with a reasonable level of travel anticipated to the US and flexibility to work from home where appropriate.

## WHAT WE OFFER

- Competitive salary (£50k - £55k per annum)
- Company car / Car allowance (Grade 5 / £6k per annum)
- Participation in Company's discretionary bonus scheme (up to 25%)
- Private medical insurance (currently with Vitality Health)
- Defined contribution pension scheme (5% employer's contribution)
- 25 days annual leave (+ bank holidays) plus option to buy additional days
- Comprehensive and inclusive benefit package
- Office with stocked kitchen when fuel for innovation and collaboration is needed

**CLOSING DATE FOR INTERNAL APPLICATIONS: 8 August 2025**

**SUBMIT YOUR APPLICATIONS TO: [lenka.price@hsgroup.com](mailto:lenka.price@hsgroup.com)**

***All applicants will be asked to prove that they have the right to work in the UK and provide two satisfactory references.***

*At Hill & Smith Plc, we are committed to promoting equality, valuing diversity, and working inclusively, we uphold the principles in our behaviour and working practices - we are committed to providing equality of opportunity in all areas as an employer, whether in recruitment and selection, promotion or training and development. We are committed to providing equal opportunities and fostering an environment where everyone feels valued, respected, and empowered to thrive. We actively seek to eliminate barriers and biases in our recruitment, hiring, and promotion processes. If you require any adjustments or support during the application process, please let us know, and we will be happy to accommodate your needs.*