



Opportunity

Grant Thornton is one of the world's leading organizations of independent assurance, tax and advisory firm. We are made up of over 68,000 people in over 145 countries. We are looking for dynamic, enthusiastic and highly qualified **Assistant Audit Managers** for our **Tanzania office**; capable of managing all aspects of audit and assurance and maintaining good working relationships with colleagues and clients.

Vacancy Title: Assistant Audit Managers

Overall role

The successful candidates will provide expertise guidance to profitably and satisfactorily manage the assurance engagements by defining the audit strategy in consultation with the Engagement Partner and in compliance with Grant Thornton policies and standards.

Essential duties and responsibilities:

- Responsible for managing a diverse client portfolio. This involves managing client relationships and a team of auditors at various levels of experience and qualifications.
- Works with the Audit Managers and Partners in establishing audit objectives and overall scope, engages with all relevant stakeholders and ensures technical feasibility.
- Proactively driving the audit process from start to finish, ensuring that the client deadline is met through an efficient and effective audit, delivering a high-quality service.
- Applies knowledge of current issues in audit, accounting, financial reporting standards, regulatory requirements, and industry specific concerns to client engagements, identifies where they may impact a client and reflects these in the audit documentation.

- Manages multiple deadlines and relationships, both internally and externally, with staff, partners, and clients, highlighting audit issues and risks and ensuring all queries are dealt with.
- Reviews the work of in-charges and Senior Associates and provides expertise guidance for continuous improvement.

The ideal candidate should have:

- Bachelor's degree in Accounting, Finance, Economics, or related field.
- Qualified Accountant (CPA, ACCA, CA)
- 4-6 years of post-qualification experience, with at experience in managing & supervising audit teams preferably in mid or top tier accounting firms.
- Strong technical knowledge of IFRS and GAAP.
- Experience in public sector audits will be added advantage.
- Experience in financial sector audits (Banks and Microfinance) will be added advantage.
- Strong leadership skills and capability to deliver.
- Excellent business development and relationship management skills, whilst maintaining the ability to take direction from partners and clients.
- Exceptional communication and interpersonal skills.

Remuneration: Our remuneration packages are designed to attract and retain the best people as part of our team. We offer salary which is commensurate to each candidate's level of experience, competencies and role in the firm.

Applicants should apply by sending their CVs to recruitment@tz.gt.com with the subject **AUD/AMG/Feb/2024**

Deadline: 15 March 2024

Grant Thornton Tanzania

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Grant Thornton

Exciting Career Opportunity

Grant Thornton is one of the world's leading organizations of independent assurance, tax and advisory firm. We are made up of over 73,000+ people in over 140 countries. Our Vision is to become the most valued network in the profession by 2025. We are looking for dynamic, enthusiastic and committed **People & Culture Associate** for our **Tanzania office**.

Vacancy Title: People & Culture Associate

Overall role:

The successful candidate will be responsible for coordinating people & culture activities such as talent acquisition, attendance & time management, performance management, executing HR day-to-day administrative duties.

Essential duties and responsibilities:

- Coordinate human resources processes and operations such as talent acquisition, performance management, etc. in collaborate with the heads of service lines.
- Conduct initial orientation to newly hired employees and coordinate induction program to ensure they cover all important aspects of the Firm and role expectations, policies & procedures, etc.
- Deal with employee requests regarding human resources issues, standard policies.
- Coordinate the implementation of annual training and development plans and calendar.
- Manage employee exit processes; ensuring exiting staff complete clearances, handovers, exit interviews, etc.

- Analysing & reconciling attendance data and resolving employee queries regarding leave, attendance, and time management.
- Maintain updated staff information in the HR Information System to support data driven decisions.
- Coordinating P&C projects e.g., employee engagement surveys, team building, reward & recognition and other Firm events.
- Prepare monthly reports relating to departmental activities (recruitment, training, discipline, performance management etc.)

The ideal candidate should have:

- A Bachelor's degree with Honors in Human Resource Management, or Organizational Psychology, or a related relevant field.
- At least 3 years' experience in human resource management in a dynamic organization.
- Knowledge of the Country's Labour Laws with basic exposure to Global HR Practices.
- Good organisational, planning, administrative and time management skills.
- Professional and reliable with ability to handle staff information with confidentiality.
- Good communication and interpersonal skills.
- Computer skills and proficiency in using Microsoft Word, Excel, Outlook, any HRIS.

Remuneration: Our remuneration packages are designed to attract and retain the best people as part of our team. We offer salary which is commensurate to each candidate's level of qualification, experience, and competence for the role.

Applicants should send their CVs and cover letter to recruitment@tz.gt.com by **March 8, 2024**. Applicants must include their salary expectation in the email. Only shortlisted candidates will be contacted.

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