

Candidate information pack: Audit Non-Executive Director, Mazars

Introduction from our UK & Global Head of Audit

Mazars is passionate about delivering audit quality and we think an important element of ensuring quality is challenge. To this end we are creating an Audit Board which will include a majority of Non-Executive Directors to hold the service line and its leadership team accountable for quality – We want the Board to add real value, be the critical friend that will ask us the difficult questions but also work with us to find the answers.

External audit is very much in the limelight at the moment, and we expect there to be a lot of change in the audit market as a consequence of audit reform in the coming years, we are also seeing lots of developments in how we do audits and work as audit professionals and teams. Against this background of change, we are looking to develop a Board with a wide range of views, backgrounds and experience to ensure Mazars is ready to take advantage of all future opportunities.

About Mazars

Mazars is a leading international audit, tax and advisory firm. Operating as a global integrated partnership, we work as one united team, leveraging expertise, scale and cultural understanding to deliver exceptional and tailored services in audit and accounting, as well as tax, financial advisory, consulting and legal services

In the UK, Mazars is among the largest firms in its sector and a leading auditor to Public Interest Entities (PIEs). It employs over 2,300 people in 16 locations across the UK, providing a balanced perspective and empowered expertise to clients of all sizes, from individuals and SMEs to mid-caps and global players, as well as start-ups and public organisations at every stage of their development.

We believe audit is critical to the economic foundations of a fair and prosperous world. Audit has been, and remains, a profession at the heart of our business. We work for the public interest and, by caring about the organisations we audit and their stakeholders, help to build sustainable businesses for the benefit of society as a whole.

Providing a quality audit means delivering insight, promoting transparency and providing constructive challenge, which leads to enhancing trust in how organisations report to their stakeholders. But it does not stop there: a robust, independent audit contributes to building a dependable control and governance framework to help future-proof the organisations we audit.

We believe audit is first and foremost about people. We focus on building positive, effective relationships that build trust and deliver demonstrable value. Each Mazars audit is unique. We take the time to understand the business model, culture and ecosystem of the audited company, and consider the needs of its stakeholders, tailoring the audit strategy to the specific risks identified.

Mazars keeps developing its audit offering through continuously investing in people, processes, training and technology. We have developed a suite of tools within Atlas, our global audit platform, to enable the delivery of consistent and efficient quality audits that deliver value. Our global audit innovation programme, 'Reinventing Audit' enables us to respond to the needs and interests of our clients identified through regular client surveys.

Mazars Values and Culture

Values

Our Values guide the firm and its people in daily actions, providing a common base of values that all Mazars' partners and teams share and respect.

Integrity - Ethical and moral rigor guide how we work and assist our clients.

Responsibility - We treat our clients' challenges as our own and we care about how our work may affect our communities.

Diversity and respect for individuals - Beyond borders and cultural differences, we make respect for the individuals and sharing the cornerstone of all human relations. United in diversity, we see our capacity to listen and our open-mindedness as a true lever for innovation.

Technical Excellence - Technical excellence is one of the founding principles applied at every level in the Group. This constant search for the highest standards of quality not only serves client satisfaction, business lines improvement and staff development: it is also the best guarantee of our independence.

Independence - We always think independently, and in our roles as auditors and advisors we always act independently.

Continuity - As new faces come and go, as one generation hands over to another, our relationships, experience and knowledge survive. We learn from the past, but look to the future.

Culture

The more we grow as individuals, the more Mazars grows.

Our firm has thrived because of the quality of our individuals - the work we do makes a long-term difference to our clients' successes and goals.

Our rich culture has evolved from the firms that have come together to form Mazars. In the UK, after a century-long experience as Neville Russell, we joined forces with the then French firm Mazars & Guerard in 1998.

Nowadays with a global network of offices, we continue to encourage our people to express themselves openly – to add their individual talents and opinions to the Mazars mosaic.

We all work within a culture of high support and high challenge at Mazars. We are not afraid to take on new and greater responsibilities. But we do this through encouragement – not pressure and competition.

Inclusion and diversity

At Mazars inclusion and diversity are central to our values. We recognise that being an inclusive and diverse organisation makes us stronger as a business.

We seek to attract and recruit people who reflect the diverse nature of our clients and communities, regardless of sexual orientation, gender identity, ethnicity, nationality, faith or belief, socio-economic background, age and disability. Therefore, during the recruitment process we commit to;

- Paying for care and/or childcare whilst you are at interviews where these take place in person.
- Paying for your travel costs to the office and back for interviews held in person.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a guaranteed first stage interview with Inclusive Boards for disabled candidates who meet the minimum requirements for the role.

Mazars selects candidates based on skills, knowledge, qualifications and experience.

About the role

General background to the role

Mazars is committed to serving the public interest through delivering quality audit work. We believe good governance is key in accountability and success, and as part of that belief we have voluntarily adopted the Audit Firm Governance Code for over 10 years. We are preparing for upcoming audit reform and a revised Code due in 2022 which will include a voluntary move to the operational separation of our audit business from the wider firm and the formation of an Audit Board to provide governance and oversight of the audit practice.

We are looking to recruit two audit non-executive directors to support the newly formed Audit Board as it looks to support the firm in delivering operational separation and then provide the challenge and oversight to continue to build the quality of its audit service, and reputation and resilience to the audit practice post audit reform.

The role of audit non-executive offers an exciting and challenging opportunity to take forward an ambitious firm that has grown considerably in the past 5 years and has ambitious plans for the future. We are looking to be challenged and supported and open to contribution, insight and challenge for our non executive directors. We value their unique view of the firm

Background to the Audit Board

The Audit Board's primary objectives will be safeguarding audit quality and ensuring the reputation and resilience of the audit service line.

The Board will be made up of 4 audit non-executive directors including the chair, and the Head of Audit, the Head of Audit Quality and the Head of Audit Operations. It is currently anticipated that the Board will meet 4-6 times a year and in addition, liaise with the wider firm's Public Interest Committee and Governance Board and meet with regulators and key stakeholders within and outside the firm as required.

The Audit Board's responsibilities

The Audit Board will provide governance and oversight of the audit service line. Its remit is likely to include at least the following areas of oversight and challenge:

- the audit service line's strategy to deliver audit quality and ensuring the reputation and resilience of the audit service line
- the vetting of the UK Head of Audit; and
- the remuneration and promotion of audit partners

About you

We are particularly interested to hear from candidates with skills in at least ONE of the following areas:

- Senior non-executive director experience with knowledge of the UK audit market, regulatory background, and audit reform. Your experience of the UK audit market may be through practical experience as a partner in an audit practice or through a senior finance role giving you exposure to external audit.
- Experience in Talent Management or People Management. Expertise linked to, Inclusion and Diversity in this context would be advantageous.

You will be passionate about delivering meaningful oversight and challenge in a practical and informed way to an audit practice through a newly formed Audit Board.

You will be excited about joining a firm keen to become a major market participant and keen to be on the journey over the next years.

You will have an independent and questioning mindset, able to assimilate information and form balanced views – seeking explanations and offering support as required.

Further Information

- The anticipated time commitment including Audit Board and related meetings is around 10-12 days a year.
- Mazars offers a competitive remuneration package which is commensurate with the market and experience

- All candidates will be asked to disclose any actual, potential or perceived conflict of interest and these will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of conflict
- Meetings will usually be held at our London office
- An offer of appointment will be made once all candidates have been interviewed, and will be subject to satisfactory completion of eligibility checks, including FRC vetting and reference checks. If you are offered an appointment you will receive a detailed summary of your main terms and conditions. Board members are appointed for a 5 year term and maybe eligible for reappointment for one additional term of up to 5 years.

How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of Mazars. If you wish to apply for this position, please supply the following by 23.59 31/07/2022.

- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum 2 sides) highlighting your suitability role and how you meet the criteria listed in the About You section above. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Please provide details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.
- [Diversity monitoring form](#) - your data will be stored separately from your application and will at no time be connected to you or your application.

Please send your CV and cover letter to Mazars@inclusiveboards.co.uk or visit www.inclusiveboards.co.uk/opportunities to apply online.

If you have any questions or would like to arrange a call to discuss the role please email Mazars@inclusiveboards.co.uk or call 0207 267 8369.