Evolving needs in internal auditors' knowledge and skills for Digital Transformation

Competence Framework for Internal Auditors (MoF)

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Why a competence framework?

Internal audit has evolved significantly in recent years and places high demands on technical and behavioural competencies.

Objectives

- Definition of the skills required to operate successfully at different levels.

- The Competence Framework is designed to ensure that auditors have the knowledge and skills to fulfil their role objectively and independently.

Structure of the Competence Framework

Four levels of auditors	Three categories of competencies	Four levels of competencies
Junior Auditor	**Internal Audit Tools, Techniques and Methodology** • audit methods, risk analysis, data collection **Knowledge Areas** • business processes, financial management, IT **Behavioural Competencies** • teamwork, conflict management, digital collaboration	Level 1 Know
Auditor		Level 2 Apply
Senior Auditor		Level 3 Consider
Team Leader		Level 4 Transmission

Development of the Competence Framework

Basics of the competence framework

- The **IIA's Internal Audit Competency Framework**

- **IIA Belgium**: Country-specific competence models for internal auditors

- **Requirement profiles** of the Austrian MoF for internal audit

- **Talent Management** MoF Austria

Additional **digital skills** basics

- National Framework of Digital Competences (Austria)

- Digital Competence Framework for Citizens of the EU (DigComp)

Internal Audit Tools, Techniques and Methodology: **Digital Skills**

Data Analytics

- Ability to use Power BI, ACL, MAXQDA and other analytical tools to analyse large data sets and extract insights
- Application of RPA (Robotic Process Automation) to automate repetitive audit tasks

IT audit frameworks:

- Understanding and applying COBIT and other IT governance frameworks to assess the efficiency of IT systems
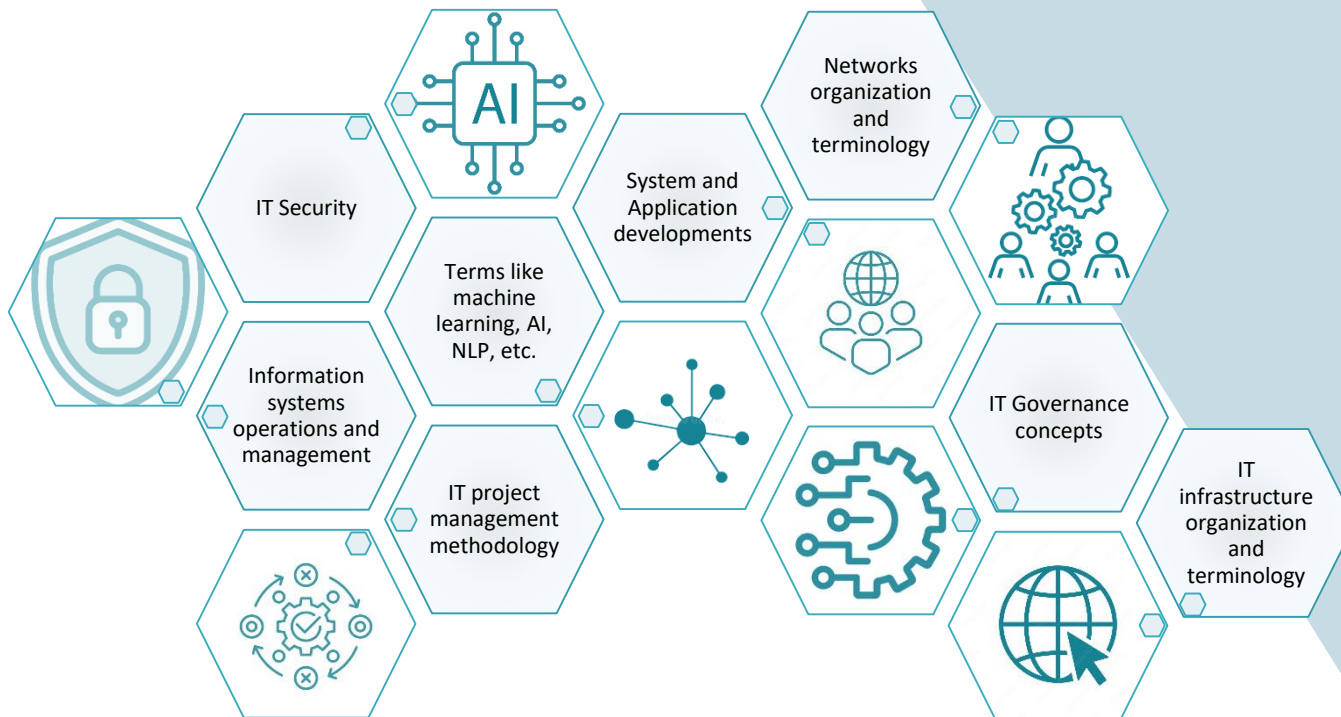
Continuous auditing

- Using continuous data monitoring and analysis to identify risks in real time

Knowledge Areas: **Digital and IT-related skills**

Understanding

- IT Security
- AI
- System and Application developments
- Networks organization and terminology
- Terms like machine learning, AI, NLP, etc.
- Information systems operations and management
- IT project management methodology
- IT Governance concepts
- IT infrastructure organization and terminology

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Behavioural Skills**: Digital cooperation**

Virtual and hybrid collaboration

Use of collaboration tools (Zoom, MS Teams, Webex, etc.)

Handle sensitive data ethically & compliance with GDPR

Abilities

Critically thinking in digital environments

Adapt to new technologies

Virtual team leadership