

2023 Internal Audit Hiring Challenges

*A Panel Discussion
with local IIA
Leadership*

RAUSCH
ADVISORY SERVICES



Content



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Alicia Wilson, CPA, CIA, CISA, CRMA

She is the Vice President- Internal Audit & Chief Audit Officer at Southwire. In this role, Mrs. Wilson leads a team that provides financial assurance and advisory projects for the corporation.

Southwire is the clear North American market leader in wire and cable and offers more than 80,000 products and solutions in their core wire and cable business. The company is enhancing its proven legacy, trusted reputation, and longstanding disciplined financial management by building upon its strengths to attain sustainable, strategic growth.

Her Audit team are partners and change agents in accelerating and preserving the value that Southwire creates.



Southwire





**Robert Newsome,
CIA, CISA**

Southern Company



Robert began his career as a computer programmer/analyst with Georgia Pacific Corporation. He transitioned into Internal Audit at the time that Sarbanes Oxley was implemented and has held progressive career positions in Internal Audit in manufacturing, financial services, and utility industries.

He joined Southern Company in 2017 and is the Director of Technology Audit, leading a team of audit professionals that are responsible for risk monitoring and audit execution of the Technology Organization; additionally, his team performs various data analysis in support of Internal Audit, governance groups, and business segments that includes dashboards, RPAs, data mining, and statistical modeling. Robert has degrees in Computer Science, Business Administration, and Accounting.

**Lori Kaczynski, CPA,
CIA, CGMA, CRMA**

Graphic Packaging

Lori is the SVP of Internal Audit & CAE at Graphic Packaging and as a globally recognized Executive leader and expert with broad experience in audit, accounting, compliance, finance, financial controls, financial reporting, governance, leadership, and risk management,

Accomplished, versatile, and credentialed executive leader with 20+ years of demonstrated history leading dynamic change enabling the achievement of large and small companies' strategic objectives through the management of the enterprise, business, and compliance risks, improved governance, processes, and controls, change management and driving optimal performance.



Carl Schulman

United Parcel Service



Carl Schulman is a Group Manager in Internal Audit at UPS. He has been at UPS for 36 years in numerous assignments in Operational, Financial, Compliance and Internal Audit roles. He is currently responsible for all internal audits of the UPS Airline, Small Package and Supply Chain Solutions business units.

UPS is an American multinational shipping & receiving and supply chain management company founded in 1907. Originally known as the American Messenger Company specializing in telegraphs, UPS has grown to become a Fortune 500 company and one of the world's largest shipping couriers.



Stacy Ceccacci

EY

Stacy is an experienced talent acquisition and relationship management professional with 12 years of successful recruitment strategy experience in professional services environments.

She currently serves as an Assistant Director-Executive Recruiter for Business Consulting with EY with previous lead roles in Experienced Recruiting for both Consulting and Assurance.

She is a trusted talent advisor and possesses an ideal blend of experience in agency and corporate recruiting which has honed her strong customer focus and consultative approach with clients.





Mike Lisenby,

Rausch Advisory Services

Mike is the President & CEO of Rausch Advisory and is responsible for overall quality control and assurance. Mike has significant experience helping businesses manage their technology resources and compliance needs effectively. His experience includes consulting and co-sourcing, IT Security, IT audits, Regulatory compliance, and technology security assessments, risk identification, assessment and evaluation, risk response, risk monitoring, IT Security & Governance control design and implementation, and IT control monitoring and maintenance.

Prior to Rausch Advisory Services, Michael has held leadership roles with Arthur Andersen and several other National Consulting Firms and has prior experience with Fortune Brands and Philip Morris. Mike designed a Virtual Security Technology Center for a National Consulting Firm and ran an ethical hacking / penetration testing team for Arthur Andersen.

He currently serves on the Board of Directors for the IIA Atlanta Chapter and formally served on the Board of Directors for ISACA/Atlanta & Milwaukee and is the Chair on the Board of Business Advisors for Kennesaw State University.



Unemployment Statistics



Unemployment rate

3.7% - US

2.9% - GA

Updated Oct 2022



Total unemployed people

6.1 M – US

152K - GA

Updated Oct 2022



Unemployment insurance claims

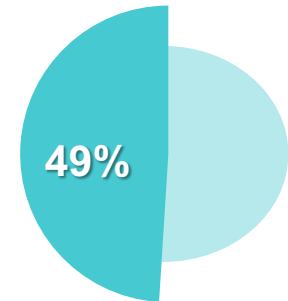
1.4 M – US

28K - GA

Updated Nov 12, 2022

The Great Resignation /The Great Reshuffle

According to Forbes: Recent data suggests that the Great Resignation has become the “great talent reshuffle.” While 4.4 million Americans quit their jobs in February, more than half of the workers who quit are switching their occupations or field of work rather than leaving the labor force altogether.



U.S seasonally adjusted monthly number of employees 2021-2022. In October 2022, about **158.61 million** people were employed in the United States. Nov 7, 2022

Top 12 Audit Leader Challenges According to Gartner





Audit Leader Challenges Shared with Rausch

- Talent shortage
- Rise of remote work
- Internal audit recruiting, selection, and retention strategy is not clearly defined.
- Procedures not in place to quantify or monitor progress.
- HR recruiting, selection, and retention policies are misunderstood and not properly applied.
- Headhunters and recruiting firms are not used effectively.
- Frequent turnover of qualified internal auditors due to lack of challenging assignments
- Lack of emphasis on developing and nurturing creativity and innovation within the internal audit function.
- Relationship-building barriers
- Lack of Industry Experience
- Salaries
- Evolving audit skill needs
- Lack of Technology Budget

Audit Salary Ranges

PUBLIC ACCOUNTING FIRMS			
Experience Level	Financial Audit Services	Management Advisory Services	IT Audit Services
Staff (1 - 2 years)	\$55,000 - \$80,000 (\$64,000 mid-point)	\$52,000 - \$75,000 (\$70,000 mid-point)	\$60,000 - \$90,000 (\$75,000 mid-point)
Senior (2 - 5 years)	\$60,000 - \$105,000 (\$73,000 mid-point)	\$65,000 - \$105,000 (\$77,000 mid-point)	\$65,000 - \$125,000 (\$93,000 mid-point)
Manager (5 - 8 years)	\$80,000 - \$135,000 (\$102,000 mid-point)	\$90,000 - \$170,000 (\$128,000 mid-point)	\$95,000 - \$140,000 (\$118,000 mid-point)
Senior Manager/Director (8 - 12 years)	\$110,000 - \$220,000 (\$147,000 mid-point)	\$130,000 - \$230,000 (\$169,000 mid-point)	\$135,000 - \$215,000 (\$162,000 mid-point)
Partner (12+ years)	\$200,000+	\$215,000+	\$215,000+

Audit Salary Ranges

CORPORATE AUDIT

Experience Level	Internal Audit (Financial/ Operational)	IT Audit
Staff (1 - 2 years)	\$50,000 - \$70,000 (\$57,000 mid-point)	\$60,000 - \$85,000 (\$71,000 mid-point)
Senior (2 - 5 years)	\$60,000 - \$120,000 (\$77,000 mid-point)	\$75,000 - \$145,000 (\$95,000 mid-point)
Manager (5 - 8 years)	\$90,000 - \$170,000 (\$110,000 mid-point)	\$100,000 - \$165,000 (\$120,000 mid-point)
Senior Manager/Director (8 - 12 years)	\$100,000 - \$200,000 (\$138,000 mid-point)	\$120,000 - \$210,000 (\$148,000 mid-point)
VP/CAE (12+ years)	\$180,000+	\$200,000+





Questions



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