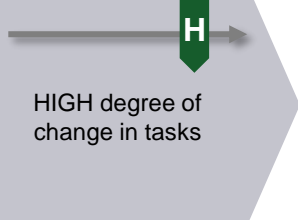


1 Job dashboard – Audit Associate/Audit Assistant Associate (1/2)

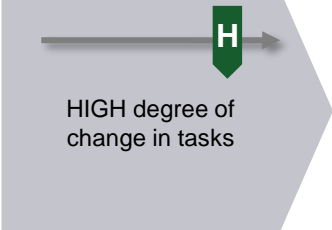
Trends impacting this role					Impact Assessment
Artificial Intelligence (AI) & Analytics	Blockchain	Changing Public/ Client Expectations	Cloud Computing	Workforce Challenges	 HIGH degree of change in tasks
Cybersecurity	COVID-19	Move towards Outsourcing & Offshoring	Intelligent Automation		

Responsibilities of the role today

Today, this job role is responsible for undertaking specific stages of the audit work based on the assigned audit plan. Job holders focus on audit work processes based on a range of known solutions to familiar problems and testing methodologies aligned to the latest accounting standards.

Job tasks today	Impact at task-level/Future view of job tasks	Time horizon
Execute audit work-steps under supervision in compliance with professional standards	H <ul style="list-style-type: none"> Intelligent Automation will enable the automation of mundane and repetitive tasks such as bank, accounts receivables and accounts payable confirmations, enabling focus to shift to analysing trends and highlighting anomalous areas in more complex audit sections 	<ul style="list-style-type: none"> Short-term
Obtain evidence to validate information, check for accuracy and flag significant auditing issues to the team for resolution	H <ul style="list-style-type: none"> Data Analytics enables the analysis of large datasets of general ledgers and accounts, reducing the amount of vouching work required to validate and review the accuracy of information against accounts Deep Learning Algorithms can be utilised to study past trends in order to pick up anomalous samples and select more targeted samples instead of random samples per current audit methodologies Focus shift to investigating, performing further tests and client interviews on anomalous samples flagged out by AI 	<ul style="list-style-type: none"> Short-term
Support engagement team and communicate with clients to understand clients' processes and controls	M <ul style="list-style-type: none"> Cloud Computing will enable real-time digital archival of audit workpapers on a shared platform instead of physical archival in filing rooms. This will facilitate team collaboration and efficiencies during engagement completion in view of remote working due to COVID-19. However, managing underlying cybersecurity risks to protect confidential information is important Human intervention will remain critical to understanding accounting issues, processes and test clients' efficacies in controls. Job holders will relay these information to the team to discuss appropriate solutions 	<ul style="list-style-type: none"> Short-term
Identify ethical conflicts during the audit process and act in accordance to professional standards	M <ul style="list-style-type: none"> Changing client expectations will drive the need for a deep understanding of the rapid change in accounting standards and how it will impact audit work processes to ensure that accounting treatments are compliant with regulations Professional judgment and critical thinking remain important to apply accounting concepts to these changes and identify any ethical conflicts during the audit process 	<ul style="list-style-type: none"> Short-term

1 Job dashboard – Audit Associate/Audit Assistant Associate (2/2)

Trends impacting this role					Impact Assessment
Artificial Intelligence (AI) & Analytics	Blockchain	Changing Public/ Client Expectations	Cloud Computing	Workforce Challenges	 HIGH degree of change in tasks
Cybersecurity	COVID-19	Move towards Outsourcing & Offshoring	Intelligent Automation		

Responsibilities of the role in the future

Moving forward, this job role will leverage Intelligent Automation to automate repetitive and process-based tasks while AI & Analytics will analyse transactions to reduce the amount of manual vouching required. Job holders' focus will shift to managing automation and its deliverables as well as interpreting the results of data analytics. Human intervention is still required to ensure that testing methodologies are aligned with the latest accounting standards.

Technical Skills (TSC) Required

• Accounting Standards	Level 4	• Financial Statements Analysis	Level 4
• Auditing and Assurance Standards	Level 4	• Internal Controls	Level 3
• Auditor Independence	Level 4	• Macroeconomic Analysis	Level 3
• Business Acumen	Level 4	• Professional and Business Ethics	Level 3
• Cyber Security	Level 3	• Professional Skepticism and Judgment	Level 3
• Data Analytics	Level 3	• Programming and Coding	Level 2
• Data Governance	Level 3	• Project Execution and Control	Level 2
• Digital Technology Environment Scanning	Level 3	• Risk Assessment	Level 4
• Engagement Execution	Level 4	• Stakeholder Management	Level 3
• Engagement Quality Control	Level 4	• Taxation Laws	Level 3

Critical Core Skills (CCS) Required

• Customer Orientation	Basic	• Digital Fluency	Intermediate
• Communication	Basic	• Problem Solving	Basic
• Collaboration	Basic		

Mobility dashboard – Audit Associate/Audit Assistant Associate

Accounting Practices Sector

1

Audit Senior

Track: Assurance

TRANSFERABLE SKILLS

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> Accounting Standards Auditing and Assurance Standards Auditor Independence Business Acumen Cyber Security Data Analytics Data Governance Digital Technology Environment Scanning | <ul style="list-style-type: none"> Engagement Execution Engagement Quality Control Financial Statements Analysis Internal Controls Macroeconomic Analysis Professional and Business Ethics Professional Scepticism and Judgment | <ul style="list-style-type: none"> Programming and Coding Project Execution and Control Risk Assessment Stakeholder Management Taxation Laws Communication Collaboration Digital Fluency |
|---|--|--|

ADDITIONAL SKILLS TO DEVELOP

- | | | |
|--|--|--|
| <ul style="list-style-type: none"> Change Management Conflict Management | <ul style="list-style-type: none"> Engagement Completion and Reporting Engagement Planning | <ul style="list-style-type: none"> Engagement Review Developing People Sense Making |
|--|--|--|

2

Financial Forensics Associate/Executive

Track: Financial Forensics

TRANSFERABLE SKILLS

- | | | |
|--|--|--|
| <ul style="list-style-type: none"> Accounting Standards Cyber Security Digital Technology Environment Scanning Financial Statements Analysis | <ul style="list-style-type: none"> Professional and Business Ethics Professional Scepticism and Judgment Programming and Coding | <ul style="list-style-type: none"> Project Execution and Control Stakeholder Management Communication Digital Fluency Problem Solving |
|--|--|--|

ADDITIONAL SKILLS TO DEVELOP

- | | | |
|--|---|--|
| <ul style="list-style-type: none"> Corporate and Business Law Digital Forensics Evidence Management Financial Crime Laws and Regulations | <ul style="list-style-type: none"> Forensic Data Analytics Fraud Detection and Prevention Fraud Investigation Planning and Execution | <ul style="list-style-type: none"> Litigation Support Regulatory Risk Assessment Sense Making |
|--|---|--|

3

Senior Internal Auditor/Internal Auditor

Track: Internal Audit

TRANSFERABLE SKILLS

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> Auditor Independence Business Acumen Cyber Security Data Analytics | <ul style="list-style-type: none"> Financial Statements Analysis Internal Controls Professional and Business Ethics | <ul style="list-style-type: none"> Project Execution and Control Communication Collaboration Digital Fluency |
|---|--|--|

ADDITIONAL SKILLS TO DEVELOP

- | | | |
|--|---|---|
| <ul style="list-style-type: none"> Business Innovation and Improvement Business Process Analysis Due Professional Care Enterprise Risk Management Fraud Risk Management Governance | <ul style="list-style-type: none"> Infocomm Security and Data Privacy Information Gathering and Analysis Internal Audit Engagement Execution | <ul style="list-style-type: none"> Internal Audit Engagement Planning Professional Standards Risk Management Sense Making |
|--|---|---|

*Note: Mobility dashboards were developed for "High" impact job roles and the industry has identified the above as the top 3 potential roles practitioners can potentially move into