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Career value of the Internal Audit Experience



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CAREER VALUE OF THE INTERNAL AUDIT EXPERIENCE

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WHO ARE WE?

Airbus Group

- Three Divisions: Airbus, Airbus Defence and Space, Airbus Helicopters
- Around 140.000 employees on 180 sites across 35 countries
- 67% of Airbus Group's sales are made outside Europe

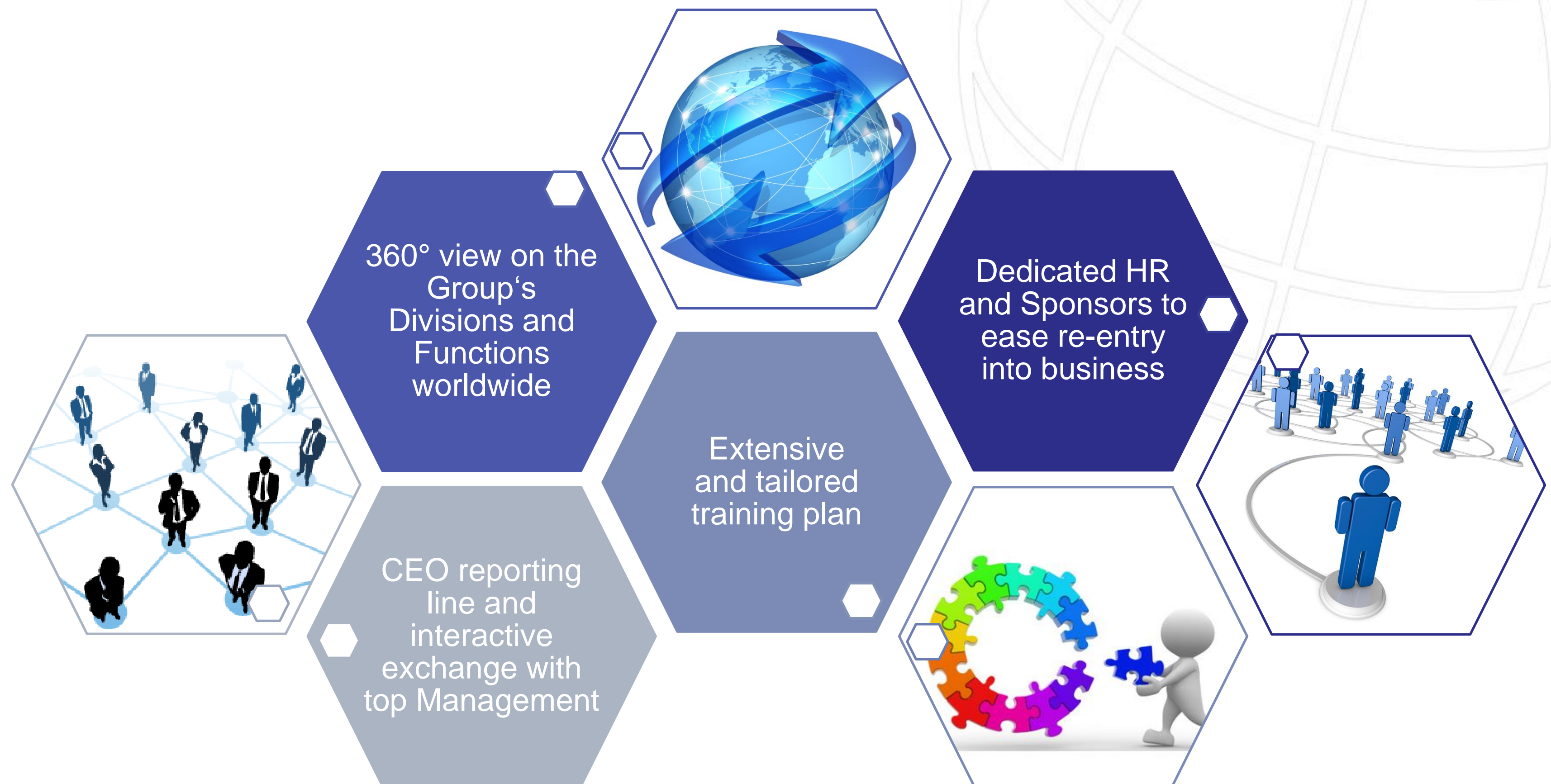
Corporate Audit and Forensic

- Three Groups: Program and Operation Audits, Finance and Commercial Audits, Compliance Audits and Forensic
- 45 employees of 6 nationalities in Toulouse and Munich Headquarters
- Circa 50 reports per year: Audits, Ad-Hoc Audits, Investigations

HOW DO WE RECRUIT INTERNAL TALENTS?

Leadership
Personable
Service-Oriented
Open-Minded
Agility
Rigour
Team Player
Big Picture
Details
Autonomous
Negotiator
Multi-Project Organisation
Synthesis
Integrity

WHAT'S IN IT FOR THEM?



WHAT DO OUR FORMER AUDITORS SAY?



Sebastien Kuhn

Head of Procurement Controlling

“

... you **constantly learn** and collect a **tremendous amount of insight** about the Group, and have the **privilege to serve EC members**, understand their concerns and deliver valuable findings which they can use to guide their teams, challenge the status quo or even take bold management or strategic decisions with a much better assurance.

In terms of **teamwork**, nothing can compete with Audit: open-minded, collaborative, thinking critically and delivering their best every day to reach high quality standards...no wonder that people are **keen on recruiting former auditors**...

”

WHAT DO OUR FORMER AUDITORS SAY?

Consuela Petre

Head of Electronics Continuous Improvement



“

...the best professional decision I've taken.

...It is a **true exercise of flexibility, adaptability and team dynamics.**

I have taken from my Audit times some **friends for a lifetime.**

... It's been **my launch pad** towards a perimeter I was interested in and perhaps would not have been able to access otherwise.

It's been my **calling card** towards a network of people for which Corporate Audit represents credibility, thoroughness and being consequent.

”

WHAT DO OUR FORMER AUDITORS SAY?

“

In my years in Corporate Audit I learned a lot, especially a **transversal view of the Group** through deep dives into various often critical concerns in **diverse functions** at a relatively **high level of exposure**.

This enabled me to understand how things work – and do not work – inside Airbus and to meet numerous decision makers...

My two following positions were offered by former Audit colleagues...

”



Eric Nieuwland

Head of Planning and Performance

WHAT DO OUR FORMER AUDITORS SAY?

“

...a **unique experience** in my career which helped me to develop key competences.

I acquired in a short time frame **new skills** in different disciplines and gained a Group experience.

I also **improved my rigor, my ability to deal with complex subjects** and to switch from one subject to **another...it definitely helped me to grow.**

I much appreciated the Audit environment composed of young **talents and experienced people.**

After the Audit period, I was able from day one to apply Risk & Opportunity and Project Management in my daily job and to better understand rationale of business cases and financial KPIs.

”



Andréol De Sainte Foy
Program Business Manager

WHAT ARE OUR KEY SUCCESS FACTORS?

In Summary:

- Direct CEO Reporting Line
- Full support of the Audit Committee Chairman
- Continuous interaction with Group and Divisional Executive Committees
- Dedicated Human Resource focus on the department
- Top Management Sponsorship scheme for the Auditors
- Robust Audit process allowing high turnover rate of resources

Thank You for Your Attention



**QUESTIONS
PLEASE !**