

IIA Singapore Executive Director, Ms Goh Puay Cheh shared her views on “When hiring executive staff, how open would you be, as an employer, to ditching altogether academic qualifications as an indicator of cognitive ability and potential? How would you assess an aspiring employee?”, which was published in The Business Times on 28 May 2018.

“Talent is a top concern of the internal audit profession as outlined in “2018 Top Risks faced by Chief Audit Executives” published by IIA Global. In this digital disruption era, it is increasingly difficult to find candidates with the skills necessary to fill the evolving role of an internal auditor and address new and existing risks. Paper qualifications are only one of the key indicators of someone's capability and potential. There needs to be a mindset change in hiring and an openness to assess talent based on skills and performance. For an aspiring employee, learning agility – learn, unlearn and relearn - is the key to succeeding in an uncertain environment.”