

Job Title: Risk and Control Assurance Manager

Location: Cotonou, Benin

Department: Risk management

Reports to: Group Head – Risk and Control Assurance

Experience: 10–15 years

Language Requirements: Fluent in French and proficient in English

Industry: FMCG, Agri and Food Manufacturing

ERP Experience: SAP (mandatory)

Role Purpose:

To lead the risk and control assurance function for the Benin operations, ensuring robust internal controls, effective risk management practices, and assurance over operational, financial, and compliance processes. The role will involve hands-on leadership of audits, SAP-based data analysis, and implementation of control frameworks tailored to a manufacturing environment.

Key Responsibilities:

1. Internal Audit Leadership

- Lead and execute internal audits across operational, financial, and compliance areas.
- Prepare and execute a local audit plan aligned with group priorities.
- Report audit findings with actionable recommendations to local management and Group Risk & Control.
- Monitor timely implementation of audit recommendations.

2. Internal Control & Risk Management

- Establish, evaluate, and continuously improve internal control systems in line with group policies.
- Identify, assess, and report emerging risks (operational, financial, compliance, fraud).
- Support the local teams in risk mitigation and business process improvement.
- Facilitate periodic risk assessments and control self-assessments/ Risk control matrices.

3. SAP & Data Analytics

- Use SAP (FI/CO/MM/PP/SD) to perform audit tests, analyze transactions, and identify control gaps.
- Hands on experience in ACL/Power BI/Excel/Idea will be an added advantage to support continuous monitoring.

4. Compliance & Ethics

- Ensure adherence to group policies, applicable local laws, and regulatory requirements.
- Conduct investigations into fraud, waste, and misconduct where required.

5. Business Partnership & Advisory

- Act as a business partner to functional heads, providing control advisory support for key initiatives.
 - Collaborate with finance, operations, procurement, HR, and production teams to enhance process efficiency and accountability.
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Qualifications and Experience:

Educational Qualifications:

- Bachelor's degree in Accounting, Finance or equivalent.
- A professional qualification is strongly preferred (e.g., CPA, CIA, ACCA, CISA).
- Certification in data analytics or SAP is a plus.

Experience:

- 10–15 years of progressive experience in internal audit, internal controls, or risk management.
- Minimum 5 years in a manufacturing/processing environment (preferably food/agri/ FMCG).
- Prior experience in leading audits independently.
- Hands-on SAP experience (auditing and functional understanding of core modules).

Skills:

- Strong analytical and problem-solving skills.

- Knowledge of internal control frameworks (e.g., COSO)
 - Strong communication and report writing skills in **both English and French**.
 - High integrity and ability to handle sensitive issues confidentially.
 - Ability to influence and work across functions and cultures.
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Desirable Attributes:

- Understanding of agricultural value chains (e.g., shea, cashew, soya, etc.).
- Experience in African markets or Francophone West Africa preferred.
- Comfortable with field visits to plants, warehouses, and procurement centers.

Interested?

Please send your CV to rhfludor26@gmail.com with the subject line: Risk and Control Assurance Manager.