



PRACTISING AUDITOR COMPETENCY FRAMEWORK 2024



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SCOPE AND PURPOSE

The ICAEW Practising Auditor Competency Framework ("The Framework") is issued as non-mandatory guidance to support members as they develop competency in their role as audit professionals. It is not a required framework for becoming or acting as an RI, rather it is to help audit professionals consider the competencies they should look to achieve as they move towards this role, and while in the role.

The Framework is not a complete list of all skills and competencies an RI should achieve, rather it is based on the Professional Competency Areas specified in respect of Responsible Individuals (referred to as *Engagement Partners*) within International Education Standard 8 (IES8) and may be read in conjunction with IES8. The Framework builds on IES8 guidance to cover an auditor's progression, from newly qualified to Responsible Individual (RI). The Framework includes responsibilities of RIs regarding Quality Management on audits.

Professional Competence goes beyond knowledge of principles, standards, concepts, facts, and procedures. It requires the integration and application of:

- Domain knowledge (including technical competence)
- Professional skills, and
- Professional values, behaviours and ethics.

The Framework is designed as a **self-assessment diagnostic tool** to help auditors to identify their individual learning needs*.

The Framework does not extend to the responsibilities of the engagement quality control reviewer and a firm.

RESPONSIBLE INDIVIDUAL

To become an RI an individual member

- must hold an Audit Qualification and Practising Certificate
- be nominated for appointment as an RI by a firm of registered auditors
- be approved by ICAEW.

***ICAEW learning resources available to support members in developing skills and competencies will be cross referenced to the published version of The Framework.**

THE FRAMEWORK

1. Competencies within The Framework have been categorised across three levels of responsibility, as below:

- Qualified
- Manager
- Responsible Individual

It is acknowledged that categorising competencies through 'discrete' levels of responsibility will result in a significant population of individuals who do not fall neatly within one of these three levels. Each member's journey is different, and it is recognised that experience is gained in a non-linear manner. The Framework has been designed to be applied flexibly, to select the appropriate skills and competencies expected of an individual based on their experience, and to assess against the skills and competencies identified.

2. Some competencies may be achieved before qualification. The Framework builds on the competency/skills 'ladders' requirements within ACA training ([ICAEW Professional development: an overview for employers | ICAEW](#)).

3. A competency scale has been incorporated, for a member to assess his/her level of competency, as below:

LEVEL 1 Competency

(demonstrates requisite knowledge and skills)

LEVEL 2 Proficiency

(demonstrates mastery of knowledge and skills)

LEVEL 3 Expertise

(demonstrates authoritative knowledge, holistic understanding)

4. If using the Framework, Qualifieds and Managers should consider how they demonstrate competency (Level 1) against the skills and competencies identified as appropriate to the individual's level of responsibility.
5. RIs should consider how they demonstrate expertise (Level 3) against RI competencies.
6. Examples would be helpful as evidence to support self-assessment against each competency.

COMPETENCY SCALE

LEVEL 1 – Demonstrates Competency **LEVEL 2** – Demonstrates Proficiency **LEVEL 3** – Demonstrates Expertise

Level (click as appropriate, using the scale below)



COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Technical (IES) a) Audit b) Financial Accounting & Reporting e) Taxation f) Technology	You actively maintain knowledge of auditing standards and supplement this with knowledge of new and emerging issues (a)	You apply relevant auditing standards appropriately to more complex situations , using appropriate resources to research and present solutions to audit issues (a)	You lead the audit through active involvement during all phases of the audit engagement (a)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	1 2 3	1 2 3	1 2 3			
Technical (IES) a) Audit b) Financial Accounting & Reporting e) Taxation f) Technology	You actively maintain knowledge of relevant financial reporting requirements and are technically up to date including new and emerging issues (b)	You identify financial accounting and reporting issues to determine whether an entity has prepared, in all material respects, financial statements in accordance with the applicable financial reporting framework and regulatory requirements (including UK GAAP, IFRS) (b)	You evaluate financial accounting and reporting issues to determine whether an entity has prepared, in all material respects, financial statements in accordance with the applicable financial reporting framework and regulatory requirements (including UK GAAP, IFRS) (b)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	1 2 3	1 2 3	1 2 3			

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Technical (IES) (a) Audit (b) Financial Accounting & Reporting (e) Taxation (f) Technology	You maintain up to date technical tax knowledge to identify tax issues in audit (e)	You critically assess accounting treatment and disclosures relating to risks and uncertainties in the financial statements (b)	You evaluate procedures performed to identify and address the risks of material misstatement in the financial statements in respect of taxation , and the effect of the results of these procedures on the overall audit strategy (e)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			
Technical (IES) (a) Audit (b) Financial Accounting & Reporting (e) Taxation (f) Technology	You identify and utilise, where appropriate, technologies and tools (including data analytics, data visualisations, AI and automated tools) to understand and conclude on data and information (f)	You design/select appropriate audit approaches to cover tax risks (e)	You demonstrate appropriate oversight and responsibility when utilising the expertise of others (e, f)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			
Technical (IES) (a) Audit (b) Financial Accounting & Reporting (e) Taxation (f) Technology		You know when to engage appropriate expertise and act on a timely basis to help resolve complex technical issues (e)	You understand developments in audit technology and use appropriate technologies on audits where they can demonstratively improve quality (f)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
		 1  2  3	 1  2  3			

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Technical (IES) (a) Audit (b) Financial Accounting & Reporting (e) Taxation (f) Technology		You recognise the circumstances under which it may be necessary to bring in expertise in technology to support assurance processes (f)		Please type below:	Yes ☐	Yes ☐
					No ☐	No ☐
					Date	Date
		 1  2  3				
Technical (ISA) Quality/quality Management	You perform all work in compliance with professional standards and applicable legal and regulatory requirements	You supervise and review work of engagement teams to ensure compliance with professional standards and applicable legal and regulatory requirements	You evaluate the information and communications technologies (Technology) environment to identify controls that relate to the financial statements to determine the impact on the overall audit strategy (f)	Please type below:	Yes ☐	Yes ☐
					No ☐	No ☐
					Date	Date
	 1  2  3	 1  2  3	 1  2  3			
Technical (ISA) Quality/quality Management	You promote an environment and contribute to a culture in which trainees and teams can raise concerns without fear of reprisals	You identify issues and risks within audit engagements and take timely action to address audit risks (and maximise audit effectiveness)	You develop an appropriate audit opinion and related auditor's report, including description of key audit matters as applicable (a)	Please type below:	Yes ☐	Yes ☐
					No ☐	No ☐
					Date	Date
	 1  2  3	 1  2  3	 1  2  3			
Technical (ISA) Quality/quality Management			You anticipate issues and risks within audit engagements and take timely action to address audit risks (and maximise audit effectiveness)	Please type below:	Yes ☐	Yes ☐
					No ☐	No ☐
					Date	Date
			 1  2  3			

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Technical (ISA) Quality/quality Management			You take ultimate responsibility for the overall quality on each audit engagement, demonstrating through actions and communications the fact that quality is essential in performing audit engagements	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
			   1 2 3			
Technical (ISA) Quality/quality Management			You emphasise and reinforce to members of the engagement team the importance to audit quality of: (i) Performing work that complies with professional standards and applicable legal and regulatory requirements. (ii) Compliance with the firm's quality control policies and procedures as applicable. (iii) Issuing auditor's reports that are appropriate in the circumstances	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
			   1 2 3			

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Understanding the entity and its environment (IES) (c) Governance and risk management (d) Business environment (g) Business laws and regulations	You understand the governance structures and their effect on the overall audit strategy (c)	You review the governance structures and assess their impact on overall audit strategy (c)	You evaluate governance structures , understanding the different stakeholders, their interest in the business, and potential influence over management and risk assessment processes affecting the financial statements of an entity as part of the overall audit strategy (c)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			
Understanding the entity and its environment (IES) (h) Finance and financial management	You apply knowledge of an entity's strategy and regulatory and business environment to identify areas of potential audit risk and evaluate the results in the areas of work performed (d)	You analyse relevant industry, regulatory, and other external factors that are used to inform audit risk assessments (including, but not limited to, market, competition, product technology, and environmental requirements) to ensure key risks have been identified, appropriately responded to and are consistent with expectations (d)	You assess the entity's strategy and regulatory and business environment to identify areas of potential audit risk and evaluate the impact on overall audit strategy (d)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Understanding the entity and its environment (IES) (h) Finance and financial management	You know the importance of identifying suspected non-compliance with laws and regulations and the appropriate steps to take should such an issue arise (g)	You understand the implications of non-compliance with laws and regulations by clients and the processes for reporting concerns (g)	You evaluate identified or suspected non-compliance with laws and regulations to determine the effect on the overall audit strategy and audit opinion (g)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			
Understanding the entity and its environment (IES) (h) Finance and financial management	You consider the impact of financing available to the entity on the overall audit strategy (h)	You assess the various sources of financing available to, and used by, an entity to determine the impact on the overall audit strategy (h)	You review work undertaken to evaluate the entity's cash flow, budgets, and forecasts , as well as working capital requirements to determine the impact on the overall audit strategy (h)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			
Understanding the entity and its environment (IES) (h) Finance and financial management		You evaluate the entity's cash flow, budgets, and forecasts , as well as working capital requirements to determine the impact on the overall audit strategy (h)		Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
		 1  2  3				

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational	You communicate effectively (in a clear, logical and well-structured manner) meeting the needs of each audience (i)	You share knowledge of the industry and the entity's operations with the whole team (i)	You set the tone for audit engagements , communicating and consulting appropriately and effectively to deliver high quality audits (i)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational	You continually prioritise and reassess own work to drive efficiency (j)	You share financial reporting and audit technical knowledge within audit teams (i)	You build trust in relationships including through effective stakeholder management and communication (i)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational	You use opportunities to learn from others (j)	You engage and communicate with the team and stakeholders to ensure effective delivery and execution of audits (i)	Where potential behavioural issues arise or are identified, you actively challenge others seeking to change non inclusive behaviours at all levels in the organisation (i)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational	You demonstrate resilience in maintaining your professionalism whenever you are faced with challenging circumstances (j)	You continuously reflect on your own performance and identify ways in which you could improve personal effectiveness (j)	You continuously reflect on your own performance and identify ways in which you could improve personal effectiveness (j)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
						
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational	You recognise when and where to seek assistance and when to report issues upwards (j)	You create an environment in which engagement teams can raise concerns without fear of reprisals (i) (j) (k)	You are an effective coach , providing continuous "on the job" and "off the job" guidance to develop personnel in your firm (j)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
						
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational	You continuously reflect on your own performance and identify ways in which you could improve personal effectiveness (j)	You are effective in guiding and coaching individuals and teams in their professional development (j) (k)	You promote a culture in which team members feel assured in their ability to raise concerns without fear of reprisal (psychological safety) (i) (j) (k)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
						

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational	You take responsibility for your own actions and your own continuing professional development (j)	You lead teams of different size and complexity to complete audits effectively (k)	You evaluate the independence and competence of the engagement team including experts (k)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
						
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational	You lead small teams effectively on less complex audits, presenting completed audit files for review (k)	You assign tasks and available resources to achieve task objectives within agreed deadlines (k)	You manage audit engagements by providing leadership and project management of engagement teams (k)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
						
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational		You identify individual and team development needs and share your knowledge and experience to ensure audit quality (k)	You contribute appropriately to the firm's resourcing and workload strategy to help ensure sufficient auditors are recruited, trained and retained at firm level (k)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
						

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational		You identify organisational barriers and escalate issues to ensure these do not compromise effective audit delivery by harnessing effort through teamwork and collaboration (k)		Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
		   1 2 3				
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational		You monitor and manage teams effectively, ensuring workload and resources are appropriate to maintaining audit quality (k)		Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
		   1 2 3				
Skills (IES) (i) Interpersonal and communication (j) Personal (k) Organisational		You demonstrate effective project management, managing information flows, work scheduling and client expectations to facilitate the delivery of high quality audits (k)		Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
		   1 2 3				

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Professionalism (Values, Ethics) (IES) (l) Commitment to the public interest (m) Professional Scepticism and professional judgement (n) Ethical principles	You behave ethically in all professional dealings upholding the reputation of self, firm and profession (l)	You continually reinforce and embed ethical and professional values through all stages of the audit (l)	You follow the firm's established processes only tendering for work where the firm can deliver the appropriate quality of audit (l)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			
Professionalism (Values, Ethics) (IES) (l) Commitment to the public interest (m) Professional Scepticism and professional judgement (n) Ethical principles	You identify and assess threats to personal independence and consult wherever and whenever required (l)	You take responsibility for compliance with ethical standards on the audit (l)	You are a highly respected leader , applying professional judgement and scepticism during all stages of the audit (m)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			
Professionalism (Values, Ethics) (IES) (l) Commitment to the public interest (m) Professional Scepticism and professional judgement (n) Ethical principles	You observe confidentiality in all engagements and interactions (l)	You apply independent thought (reasoning, judgement, professional scepticism) when analysing information to identify and evaluate the implications of apparent inconsistencies and ensure sufficient audit evidence is obtained to support conclusions (m)	You are highly resilient in the face of challenges and pressures demonstrating your commitment to protecting the public interest (l)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3	 1  2  3	 1  2  3			

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Professionalism (Values, Ethics) (IES) (l) Commitment to the public interest (m) Professional Scepticism and professional judgement (n) Ethical principles	You recognise threats to objectivity and independence (l)    1 2 3	You have the ability to contribute to developments in corporate reporting, accounting and audit that seek to promote and uphold public interest (n)    1 2 3	You place professional values and ethics at the centre of all decision making particularly when dealing with uncertainty (l)    1 2 3	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
Professionalism (Values, Ethics) (IES) (l) Commitment to the public interest (m) Professional Scepticism and professional judgement (n) Ethical principles	You critically assess evidence in reaching conclusions (m)    1 2 3		You are recognised as a role model for demonstrating ethical behaviour within the office and firm (l)    1 2 3	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
Professionalism (Values, Ethics) (IES) (l) Commitment to the public interest (m) Professional Scepticism and professional judgement (n) Ethical principles	You demonstrate independent thought and questioning to present clear information on issues, and possible options/solutions (m)    1 2 3		You take responsibility for ensuring compliance with ethical standards ahead of commercial considerations (l)    1 2 3	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date

COMPETENCY AREA	RESPONSIBILITY LEVEL			Example(s) achieved of this competency area in my work, with date	Discussion of this competency area achievement with my manager	Used/evidenced as part of my appraisal process in my organisation
	Qualified	Manager	Responsible Individual (RI)			
Professionalism (Values, Ethics) (IES) (l) Commitment to the public interest (m) Professional Scepticism and professional judgement (n) Ethical principles	You use a questioning mind to identify information bias or contradictions between information, or flawed assumptions (m)		You set the tone for engagements , empowering and supporting teams to develop and apply professional scepticism and judgement (m)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
	 1  2  3		 1  2  3			
Professionalism (Values, Ethics) (IES) (l) Commitment to the public interest (m) Professional Scepticism and professional judgement (n) Ethical principles			You are a role model for current and prospective RIs recognised inside and outside the firm for focusing on the public interest (n)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
			 1  2  3			
Professionalism (Values, Ethics) (IES) (l) Commitment to the public interest (m) Professional Scepticism and professional judgement (n) Ethical principles			You are a thought leader , with the ability to contribute to the application, development and improvement of accounting and auditing standards in the public interest, including new and emerging issues. (n)	Please type below:	Yes ☐ No ☐ Date	Yes ☐ No ☐ Date
			 1  2  3			

TABLE A: LEARNING OUTCOMES FOR THE PROFESSIONAL COMPETENCE OF AN ENGAGEMENT PARTNER (SOURCE: IES8 Revised October 2019)

Competence Areas (IES 8)	Learning Outcomes
(a) Audit	(i) Lead the audit through active involvement during all phases of the audit engagement.
	(ii) Lead the identification and assessment of the risks of material misstatement.
	(iii) Develop an audit plan that responds to the risks of material misstatement identified.
	(iv) Evaluate responses to the risks of material misstatement.
	(v) Conclude on the appropriateness and sufficiency of all relevant audit evidence, including contradictory evidence, to support the audit opinion.
	(vi) Evaluate whether the audit was performed in accordance with International Standards on Auditing or other relevant auditing standards, laws, and regulations applicable to an audit of the financial statements.
	(vii) Develop an appropriate audit opinion and related auditor's report, including a description of key audit matters as applicable.
(b) Financial accounting and reporting	(i) Evaluate whether an entity has prepared, in all material respects, financial statements in accordance with the applicable financial reporting framework and regulatory requirements.
	(ii) Evaluate the recognition, measurement, presentation, and disclosure of transactions and events within the financial statements in accordance with the applicable financial reporting framework and regulatory requirements.
	(iii) Evaluate accounting judgments and estimates, including fair value estimates, made by management.
	(iv) Evaluate the fair presentation of financial statements relative to the nature of the business, the operating environment, and the entity's ability to continue as a going concern.

Competence Areas (IES 8)	Learning Outcomes
(c) Governance and risk management	(i) Evaluate corporate governance structures and risk assessment processes affecting the financial statements of an entity as part of the overall audit strategy.
(d) Business environment	(i) Analyze relevant industry, regulatory, and other external factors that are used to inform audit risk assessments including, but not limited to, market, competition, product technology, and environmental requirements.
(e) Taxation	(i) Evaluate procedures performed to address the risks of material misstatement in the financial statements in respect of taxation, and the effect of the results of these procedures on the overall audit strategy.
(f) Information and communications technologies	(i) Evaluate the information and communications technologies (ICT) environment to identify controls that relate to the financial statements to determine the impact on the overall audit strategy.
(g) Business laws and regulations	(i) Evaluate identified or suspected non-compliance with laws and regulations to determine the effect on the overall audit strategy and audit opinion.
(h) Finance and financial management	(i) Evaluate the various sources of financing available to, and financial instruments used by, an entity to determine the impact on the overall audit strategy.
	(ii) Evaluate an entity's cash flow, budgets, and forecasts, as well as working capital requirements to determine the impact on the overall audit strategy.
(i) Interpersonal and communication	(i) Communicate effectively and appropriately with the engagement team, management, and those charged with governance of the entity.
	(ii) Evaluate the potential impact of cultural and language differences on the performance of the audit.
	(iii) Resolve audit issues through effective consultation when necessary.

Competence Areas (IES 8)	Learning Outcomes
(j) Personal	(i) Promote lifelong learning.
	(ii) Act as a role model to the engagement team.
	(iii) Act in a mentoring or coaching capacity to the engagement team.
	(iv) Promote reflective activity.
(k) Organizational	(i) Evaluate whether the engagement team, including auditor's experts, collectively has the appropriate objectivity and competence to perform the audit.
	(ii) Manage audit engagements by providing leadership and project management of engagement teams.
(l) Commitment to the public interest	(i) Promote audit quality and compliance with professional standards and regulatory requirements with a focus on protecting the public interest.
(m) Professional skepticism and professional judgment	(i) Apply professional judgment in planning and performing an audit and reaching conclusions on which to base an audit opinion.
	(ii) Promote the importance of the application of professional skepticism during all phases of the audit engagement.
	(iii) Apply professional skepticism to critically assess audit evidence obtained during the course of an audit and reach well-reasoned conclusions.
	(iv) Evaluate the impact of individual and organizational bias on the ability to apply professional skepticism.
	(v) Apply professional judgment to evaluate management's assertions and representations.
	(vi) Resolve audit issues using critical thinking to consider alternatives and analyze outcomes.

Competence Areas (IES 8)	Learning Outcomes
(n) Ethical principles	(i) Promote the importance of compliance with the fundamental principles of ethics. ³
	(ii) Evaluate and respond to threats to objectivity and independence that can occur during an audit.

3. *The Fundamental Principles, IESBA Handbook of the International Code of Ethics for Professional Accountants (including International Independence Standards) - 2018 Edition, Section 110.*

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Chartered accountants are talented, ethical and committed professionals. ICAEW represents more than 208,000 members and students around the world. 99 of the top 100 global brands employ ICAEW Chartered Accountants.*

Founded in 1880, ICAEW has a long history of serving the public interest and we continue to work with governments, regulators and business leaders globally. And, as a world-leading improvement regulator, we supervise and monitor around 11,500 firms, holding them, and all ICAEW members and students, to the highest standards of professional competency and conduct.

We promote inclusivity, diversity and fairness and we give talented professionals the skills and values they need to build resilient businesses, economies and societies, while ensuring our planet's resources are managed sustainably.

ICAEW is the first major professional body to be carbon neutral, demonstrating our commitment to tackle climate change and supporting UN Sustainable Development Goal 13.

ICAEW is a founding member of Chartered Accountants Worldwide (CAW), a global family that connects over 1.8m chartered accountants and students in more than 190 countries. Together, we support, develop and promote the role of chartered accountants as trusted business leaders, difference makers and advisers.

We believe that chartered accountancy can be a force for positive change. By sharing our insight, expertise and understanding we can help to create sustainable economies and a better future for all.

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ICAEW is
carbon neutral

* includes parent companies. Source: ICAEW member data
February 2024, Interbrand, Best Global Brands 2023