Papuga leads by example, and encourages his staff to pursue professional certifications as a means of obtaining specialized knowledge. He also speaks routinely at a local university, touting internal audit as a long-term career path. “Internal audit leaders need to effectively interact at all levels of the organization,” he says, “including a variety of personalities, cultures, and issues.”

Ma has established high professionalism as a career mission. He is focused on internal cooperation and systematic improvement, and actively works to expand the career paths of his audit staff. In fact, five of his former team members have been promoted to management positions.

Smith is vice president of The IIA’s Palmetto Chapter; he’ll be president later this year. He’s developed several strategies to promote the effectiveness and value of internal audit to his organization’s management and looks for new and better ways for his department to execute audits and ensure that the audit function helps achieve the company’s strategic goals.

Dagdeviren started working in internal audit directly after finishing his bachelor of commerce degree; since then he’s held two additional senior audit positions at two extremely reputable Canadian companies. “Receiving positive feedback and appreciation from audit clients and seeing the positive impact I have on the organization is what drives me to excel and improve,” he says.

Leonard led the development of a new audit manual that will guide her department for years to come. She has also assumed the role of chief audit executive on an interim basis. “My passion for internal audit comes from my belief that organizations, whether public, private, or nonprofit, have a social responsibility to demonstrate their accountability to their stakeholders,” she says.

Colton Fontenot CIA
MANAGER
PRICEWATERHOUSECOOPERS LLP
NEW YORK
AGE 29
Fontenot works best when given leadership opportunities. He’s managed several large, complex engagement teams both in the United States and Australia and continuously pushes and challenges his teams to excel while also allowing them the flexibility to challenge the status quo. “It’s important to challenge management and encourage my team to question processes and past practices,” he comments.

Rachael Vaudry CIA, CFSA, CRMA
DIRECTOR, PROFESSIONAL PRACTICE
ATB FINANCIAL
CALGARY, ALBERTA
AGE 33
Vaudry has been a key leader in the creation of the audit department’s quality assurance and improvement program, including a three-lines-of-defense model to ensure quality audits are conducted. “Things are rarely static in the life of an internal auditor because risks evolve, people change, and stakeholders demand more,” she says. “That reality motivates me and my fellow team members to stay agile and be ready to face new challenges.”

Aditya Ramananda CIA, CRMA
DIRECTOR OF INTERNAL AUDIT
HEWLETT-PACKARD
BANGALORE, INDIA
AGE 29
Ramananda is a subject matter expert for a complex and growing business called HP Financial Services; he’s executed numerous impactful audits in the area. He also helped develop continuous control monitoring for two account reconciliation processes, enabling internal audit to monitor risk indicators and the business to share key performance indicators on an ongoing basis.

Tim Chase CIA, CRMA, CISA
GENERAL AUDITOR
WESTERN REFINING INC.
TEMPE, ARIZ.
AGE 35
Chase grew the internal audit department from a team of three to the current team of eight to provide additional audit coverage and add value to the company. “Being able to effectively communicate our value is critical,” he says. “Our clients need to fully understand that one of our primary objectives is to assist the organization with managing its risks and ensure that the business meets its objectives.”

Anton Kuzupeev
HEAD OF INTERNAL AUDIT DEPARTMENT
ALFA-BANK BELARUS
MINSK, REPUBLIC OF BELARUS
AGE 29
Kuzupeev writes about internal audit, internal control systems, and risk management as both an external blogger and a contributor to his company’s intranet site; he also conducts training workshops on these topics for middle and top management. As well, he wrote – and starred in – the bank’s recent advertising campaign.