THE CERTIFIED INTERNAL AUDITOR® (CIA®):
YOUR KEY TO CAREER SUCCESS
Unlock the Door to Opportunity With Your CIA Certification From The Institute of Internal Auditors.

THINKING OF TAKING THAT NEXT STEP IN YOUR CAREER?
YOU CAN DO IT WITH YOUR CIA CERTIFICATION.

The Certified Internal Auditor (CIA):
- The only globally accepted designation for internal auditors
- The standard for demonstrating your knowledge and professionalism in internal auditing
- Your key to career success

As a CIA, you can earn more money.
The median salary of auditors who hold their CIA designation is as much as 40 percent higher than peers without the credential.

Your CIA opens up better job opportunities.
With a CIA, you stand out to employers. Your CIA shows you have the needed critical foundation of knowledge and technical skills.

Your CIA shows your commitment to excellence and professional development.
By earning and maintaining your CIA, you show you’re committed to continuous learning. You stay abreast of best practices and emerging issues — so you can effectively assess whether things are going as they should in order to meet organizational goals and ensure an ethical climate.

This guide shows you why the CIA opens doors for you and makes you a stronger internal audit professional.

Take the next step in your career now.
Use your key to unlock opportunities for personal and career growth by earning your CIA certification.
IIA CERTIFICATION

A Critical Component of Professional Development

Professional development is critical to your success as an internal auditor. Business landscapes are continually changing and it is important for you to take time to hone your skills — gain an understanding of new trends, enhance your proficiency, and implement what you have learned to add value for your organization.

Achieving professional credentials and complying with continuing professional education (CPE) requirements are great ways to demonstrate your commitment, competence, and credibility to your stakeholders. By earning an IIA global certification such as the Certified Internal Auditor (CIA) designation, you are communicating that you hold a critical foundation of knowledge that will guide you through some of your toughest challenges as an internal audit professional.

The CIA is the only globally accepted designation for internal auditors and the standard by which individuals demonstrate their professionalism in internal auditing. The IIA offers four additional specialty certification programs that allow you to further distinguish your specialized skill set.

- Certification in Control Self-Assessment® (CCSA®)
- Certified Financial Services Auditor® (CFSA®)
- Certified Government Auditing Professional® (CGAP®)
- Certification in Risk Management Assurance™ (CRMA®)

The IIA considers the value of certification as a win-win-win for you, your department, and your organization. The CIA and specialty certification programs support your ability to effectively assess whether things are going as they should in order to meet organizational goals and ensure an ethical climate.

Once certified, compliance with CPE requirements associated with designations from The IIA creates a continuous cycle of professional development, assuring you remain well trained and abreast of best practices and emerging issues in the internal audit profession.

Make your professional development a priority and include IIA global certification as a component of your plan. The real value of your professional development will become
apparent as you implement the ideas and strategies you learn from earning and maintaining your designation.

Visit www.theiia.org/certification to start down a path of continuous professional development by applying for the CIA or applicable specialty program.

3 COMPELLING REASONS TO EARN A PROFESSIONAL INTERNAL AUDIT CERTIFICATION

It is no secret that professionals with more experience and more education are best positioned for promotions and make more money. According to Robert Half’s 2013 Salary Guide, depending on company size, in 2013 projected salaries for internal auditors with 1-3 years of experience will range from $52,750–$77,000, while internal audit managers are projected to earn $81,500–$132,250. Gaining enough experience to qualify for a management position can take years. In the meantime, consider increasing your earning potential by pursuing professional certification.

Robert Half’s 2013 Salary Guide cited The IIA’s Certified Internal Auditor® (CIA®) as one of today’s in-demand certifications. The CIA exam is administered through a computer-based testing platform at more than 500 sites around the world throughout the year. In addition to the CIA designation, The IIA also offers specialized designations including the Certified Government Auditing Professional, Certified Financial Services Auditor, Certification in Control Self-Assessment, and Certification in Risk Management Assurance. Beyond the personal satisfaction that comes with earning a designation, there are important reasons to consider making this part of your professional development plan.

Certified Professionals Earn More Money

According to The IIA’s 2012 Internal Audit Compensation Study conducted by the Audit Executive Center, the median salary of auditors who hold their CIA designation is as much as 40 percent higher than peers without the credential. Additionally, the study found that internal auditors who are certified in one or more areas are paid more than their noncertified counterparts. The study found that the median salary for noncertified internal auditors was $20,000 less than those who have earned a professional designation.
Holding a Certification Opens up More Job Opportunities

If you are looking for ways to get your resume to the top of the stack, consider how earning the CIA or a specialty designation can make you stand out to an employer. Showing the initiative to become certified demonstrates your commitment to professionalism and, in some cases, not being certified can eliminate you as a candidate for a position. In fact, 55 percent of respondents to The IIA’s study who held the CIA designation indicated that certification was recommended or required for career advancement.

Earning a Professional Certification Demonstrates a Commitment to Excellence

Not only will you gain invaluable knowledge by going through the process of earning a professional certification, you will set yourself apart from your peers and build credibility with supervisors. There is also a good chance that your organization will pay for part or all of the cost. More than 75 percent of study respondents indicated their companies financially supported certification by covering the cost of exams, study materials, or maintenance fees. In addition, your organization may provide paid time off to study and sit for exams, so inquire about what support your organization offers to maximize this benefit.

Finding the time to study and sit for the exam is a hurdle for many practitioners. The CIA exam has transitioned from a four-part to a three-part exam. The exam is a formidable challenge, but one which offers flexibility, as candidates have four years from the original application approval to complete all parts. Set a target date to have all parts completed and create a plan of attack to meet your deadline. You can sit for all three parts at once — which requires a greater upfront investment of time — or take one exam part at a time, committing to sit for one part every quarter or even every year to ultimately earn your certification.

Only you can answer the question of what amount of time you have to dedicate to the effort. An “all or nothing” approach may be what best suits your learning style and comfort level. Regardless of whether you plan to tackle all three parts in one fell swoop or ease your way through the process by breaking them up, the important next step is to set a deadline and create a plan to meet it that works for you.
Bringing It All Together

Career management is both a challenge and an opportunity. For internal auditors feeling the pressure to keep pace with increasing demands and evolving expectations, it is more than a full time job just to stay on top of these responsibilities. In the wake of this pressure, focusing on professional development and career management can fall by the wayside. However, keep in mind that the most effective way to serve your organization is to gain the necessary knowledge and self awareness to allow you to add value. Think of it as putting yourself in airplane mode; secure your oxygen mask before assisting others.

Put your internal audit career on the path to success and keep in mind that any strategy takes time to formulate, implement, and refine.

TURNING CAREER ESSENTIALS INTO VISIBLE CREDENTIALS

There is a difference between knowing you’re competent and showing you’re competent. While you might be confident that you possess the various skills and attributes that comprise hot lists like the Top 5 Skills CAEs Want You to Have and The 7 Attributes of Highly Effective Internal Auditors, bridging the gap between your reality and your stakeholders’ perception of your ability to add value can prove arduous if you are not armed with the right tools.

In today’s business environment, career success is dependent on staying on the leading edge of technical skills development and cultivating interpersonal skills, such as effective communication. In fact, the 2012 Global Pulse of the Profession Report, issued by The IIA’s Audit Executive Center, cites effective communication and similar soft skills as the skills needed by today’s internal auditors to advance in their careers.

According to the PricewaterhouseCoopers’ report, Internal Audit 2012, today’s chief audit executives (CAEs) are striving to create audit teams that possess a diverse set of skills focused on the assessment and analysis of risk-related data, as well as fraud prevention and detection. Other skills in demand include the ability to test and evaluate internal...
controls, audit and assess IT environments, and address the organization's risk and governance issues. So the question becomes: How can you put your best foot forward and attest to the breadth of your abilities without appearing boastful or putting yourself in an uncomfortable situation? Let your credentials do the talking.

IIA professional certifications such as the **Certified Internal Auditor (CIA)** and the **Certification in Risk Management Assurance (CRMA)** are globally recognized credentials that demonstrate you possess the technical knowledge necessary to meet stakeholder demands. The pursuit and maintenance of an active certification demonstrates that you are committed to continuous learning, one of the attributes identified by IIA President and CEO Richard Chambers and Robert Half International Senior Executive Director Paul McDonald in The 7 Attributes of Highly Effective Internal Auditors. A continued investment and focus on your professional development can pay big dividends — creating opportunities for career advancement and growth and increased earning potential. In the Audit Executive Center’s **2012 Internal Audit Compensation Study**, CIAs report earning as much as 40 percent more than their peers without the credential.

With the 40th anniversary of the CIA program, the introduction of a new three-part CIA exam, and the inaugural offering of the CRMA exam, there could not be a more exciting time to become IIA certified. Show the world you are a competent and committed professional. Visit www.theiia.org/certification to get started on the path of earning a valuable key that can unlock the door to your next opportunity.