safer • cleaner • healthier

Join a high - performing group with a purpose: to grow a safer, cleaner, healthier future for everyone, every day.

We are hiring for **Specialist – Internal control and Due Diligence** in **Halma India**

Location	Business Unit	Report to
Bengaluru	India Hub	Lead – Taxation & Compliance

About us
Halma is a global group of life - saving technologies companies, driven by a clear purpose. We are an FTSE 100 company with headquarters in the UK and operations in 23 countries, including regional hubs in India, China, Brazil, and the US

Our diverse group of nearly 50 global companies specialise in market leading technologies that push the boundaries of science and technology.

For over 50 years, the combination of our purpose, strategy, people, DNA and sustainable business model has resulted in **record long - term growth in revenues and profits and an increase in dividend by ≥ 5% every year**– an achievement unrivalled by any company listed on the London Stock Exchange.

Halma India fulfils the potential of the region by harnessing the diverse talents, expertise, infrastructure, and operational

We have a team of over 250 professionals representing commercial, digital and support functions across our seven offices in India, two in Bengaluru and one each in Delhi, Mumbai, Thanjavur, Vadodara, and Ahmedabad.

Halma India is a Great Place to Work® certified organisation, recognised for 3 consecutive years.

Here's why working with us is fulfilling:

We offer a safe and respectful workplace, where everyone can be who they 'REALLY' are, feel free to bring their whole selves to work and use their unique talents, knowledge, expertise, experiences, & backgrounds to create meaningful outcomes.

We nurture entrepreneurial spirits and empower them to think beyond the possibilities, to discover, shape and build their own unique stories. Our diverse businesses and operations provide fulfilling opportunities to grow as individuals and make an impact.

We are simple, humble and approachable, and we believe in leadership at all levels to bring our purpose to life. Everyone at Halma India makes an impact, and so do you when you join us!

Halma India is an equal opportunity employer, which means the base of our recruitment decisions is always on skills, competencies, attitudes, and values. We are committed to hiring from diverse backgrounds without regard to age, ethnicity, religion, marital status, disability status, sex, gender identity, or sexual orientation.

Great Place To Work® Certified DEC 2025-DEC 2026 INDIA

BRITAIN'S MOST ADMIRED COMPANIES 2025 SECTOR WINNER ENGINEERING & MACHINERY

Halma

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Detailed job description

About Halma India	The role of the India hub is to catalyse the growth of Halma companies in India. The India Hub provides services including Infrastructure, marketing, trading, compliances, talent, finance & accounts to Halma companies. The India Hub has been operational since 2008 with around 32 of the Halma companies investing in local resources currently. The employees can be broadly divided into 4 groups – Commercial/Sales, Digital, Business Support Group (BSG) and Core Support.
Position Objective (The purpose of role in current business/market scenario)	The Internal control and due diligence Specialist will own the design, evaluation, and continuous strengthening of Halma India's internal control framework - operating with a high degree of independence and a broad organisational perspective that extends well beyond finance. The role demands a data - driven approach to identifying and closing control gaps: drawing on existing Control Checklists as the baseline, benchmarking against globally/locally recognised control and compliance frameworks and best practices and extending the review scope to cover operational sub - functions across the organisation. The Specialist is expected to develop a thorough understanding of each business/functions environment before forming judgements, and to translate findings into actionable, evidence - backed recommendations that meaningfully reduce financial, operational, and compliance risk.
Responsibilities (KRAs / deliverables / job expectations)	• Strengthen the organization's control environment and reduce operational, financial, and compliance risks through effective governance and internal control oversight. • Ensure adherence to applicable statutory and regulatory requirements like Direct Tax, Indirect Tax, Corporate Laws, FEMA, Labour Law, etc. while minimizing exposure to penalties, litigation, and reputational impact. • Establish clear process ownership, accountability, and control consistency through robust governance documentation and process standardization. • Provide independent assessment of key business processes and controls to identify risks, improve effectiveness, and support informed management actions. • Maintain audit readiness and strengthen assurance outcomes through effective audit coordination, issue management, and timely closure of corrective actions. • Deliver actionable governance and risk insights that support decision-making, enhance control effectiveness, and drive continuous process improvements. • Improve governance efficiency and control monitoring through the adoption of technology-enabled tools, automation, and data-driven oversight practices.

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	• Integrate governance, risk, and control considerations into key business initiatives and change programs to ensure risks are identified and managed proactively.
Academic Qualifications	• Qualified CA; or • CA Final (Pursuing) / CA Inter (both groups cleared) • Good Academic Records
Critical Success factors (critical / high impact aspects of role)	• Proactively plan and track governance, risk, and compliance activities to meet regulatory and internal timelines. • Ensure accuracy and completeness of compliance records, risk assessments, controls, and reporting. • Collaborate effectively with business teams, auditors, regulators, and third parties to drive timely compliance and risk management outcomes.
Experience (exposure)	• 3–5 years (post article-ship) internal audit experience for Qualified CAs, or • 5–7 years (post article-ship/training) of internal audit experience for others. • Prior working experience within an Internal Financial Controls (IFC) framework is essential. • Exposure to auditing functions beyond core finance — operations, procurement, HR, or IT — is a strong advantage. • Hands-on experience in statutory compliance across Direct Tax, Indirect Tax, FEMA, MCA, Payroll, and related regulatory domains. • Background in a Big 4 / mid-tier audit firm or the internal audit function of a multinational or listed company is preferred.
Key attributes (critical functional competencies)	• Good knowledge of governance, risk management, compliance requirements, internal controls, and applicable regulatory frameworks. • Ability to ensure adherence to statutory and regulatory requirements, including Direct Tax, Indirect Tax, Corporate Laws, FEMA, Labour Laws, and other applicable regulations. • Proficient in MS Office (Excel and PowerPoint) and capable of preparing compliance reports, risk dashboards, and management presentations.
Competencies (fundamental skills and attitudes)	• Strong attention to detail and analytical mindset. • Effective interpersonal and stakeholder management skills. • Good verbal and written communication skills. • Proactive approach with strong planning and execution skills