



JOB DESCRIPTION

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| Position Title: | Manager, Internal Audit | Position Type: | Exempt |
| Department/Group: | Internal Audit | Location: | Dallas, TX |
| Reports To: | Director, Internal Audit | Direct Reports: | 0 |

Company Description

Kosmos Energy is a leading deepwater exploration and production company focused on meeting the world’s growing demand for energy. We have diversified production, a world-class gas development, and value creation opportunities from exploration in the proven basins where we operate.

Our key assets include production offshore Ghana, Equatorial Guinea and U.S. Gulf of Mexico, as well as a world-class gas development offshore Mauritania and Senegal. We also maintain a sustainable proven basin exploration program in Equatorial Guinea, Ghana and U.S. Gulf of Mexico. Kosmos is listed on the New York Stock Exchange and London Stock Exchange and is traded under the ticker symbol KOS.

As an ethical and transparent company, Kosmos is committed to doing things the right way. The company’s Business Principles articulate our commitment to transparency, ethics, human rights, safety, and the environment. Read more about this commitment in our Sustainability Report. For additional information, visit www.kosmosenergy.com.

Basic Function

The Internal Audit Manager will be a vital member of the Kosmos Internal Audit team, reporting to the Director of Internal Audit. This role will be a primary resource responsible for the timely execution of SOX compliance testing, risk-based internal audits, as well as assisting with other audit matters and projects.

Essential Responsibilities and Job Duties

- Perform SOX 404 testing, including ITGC and application controls.
 - Conducts and/or participates in walkthroughs to document SOX processes.
 - Coordinate with external auditors to execute annual SOX controls testing.
 - Identify and communicate control deficiencies.
- Performs operational audits or special projects as required by manager.
- Identify and assess IT risks and risk responses that have an impact on the Company business.
- Develop work programs and test procedures as needed.
- Perform and document testing and walkthroughs of processes and controls, with appropriate validation.
- Prepare audit work papers in a high quality, timely manner in alignment with audit methodology.
- Draft audit findings for assigned audit areas that support audit objectives.
- Collaborate with process owners to develop practical recommendations.
- Analyze and solve problems utilizing a risk-based approach.
- Communicate audit work, findings, and recommendations in audit exit meetings.
- Prepare written reports expressing audit opinion.



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Qualifications and Education Requirements

- 5-8 years of relevant experience in public accounting and/or internal audit
- Oil and Gas industry experience preferred
- Bachelor's Degree in Accounting or Finance
- CPA required, CIA and/or CISA highly desirable
- Proficiency in MS Office Suite (Excel, Word, and PowerPoint)
- Experience with CAATs a plus (e.g., ACL Analytics)

Attributes

- Original, creative thinker with the ability to formulate and express a contrarian viewpoint in a professional manner.
- Excellent verbal and written communication skills.
- Strong business and technical acumen combined with interpersonal and leadership skills.
- Ability to collaborate with team and generate solutions as well as work effectively with individuals at all levels of the Company.
- Excellent follow-up and organizational skills.
- Proven ability to drive the strategic plan forward and meet established goals and deadlines.
- Exceptional productivity skills with little need for close management supervision and direction.
- Must enjoy entrepreneurial environment that often requires developing process or procedure. Must be an energetic self-starter with a passion for their work. An engaged, "hands on" team player.
- Ability to handle and protect sensitive information in a confidential and professional manner.
- Proven ability to drive the strategic plan forward and meet established goals and deadlines
- Must be able to work with diverse employees, partners, and governments from all parts of the world.

Travel Requirements

Position requires approximately 10% travel, domestic and international

Physical Requirements and Working Conditions

Must possess mobility to work in a standard office setting and to use standard office equipment (computer, printer, copier, etc.) stamina to maintain attention to detail despite interruptions, strength to lift and carry files weighing up to 25 pounds; vision to read printed materials and a computer screen, and hearing and speech to communicate in person and over the telephone

All qualified applicants will receive consideration for employment without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, disability, veteran status, age, marital status, pregnancy, genetic information, or other legally protected status.

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| Reviewed By: | | Date: | |
| Approved By: | | Date: | |



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