

Senior Tax Planning Specialists in Large Business Service and Local Compliance

Job Profile

What you will be doing

Local Compliance

As part of multi-disciplinary and multi-grade teams, you will be a key contributor to the identification of Tax risk in customers within the Large and Complex customer group. You will develop and understand the commercial and trade issues that impinge on your customers and how this affects tax compliance. Within a supportive team environment, you will examine accounts and computations, identifying significant risks and establishing/agreeing with the Customer Manager what further information is required. Key areas of work may include any or all of the following:

- ✓ Working of resultant and legacy issues by correspondence, telephone, meetings including liaison with other parts of HMRC, external advisors and the customers' own tax/commercial departments.
- ✓ Working with HMRC's specialists in areas such as avoidance and transfer pricing, to progress enquiries.
- ✓ Drafting of technical letters, position papers and submissions on issues to business and policy teams. You will also work with the Customer Managers to negotiate agreed outcomes with customers and/or their representatives

Large Business Service (LBS)

The Tax Specialist is a key role in Large Business Service. You will work alongside Large Businesses and HMRC Client Relationship Managers (CRM) to provide first class customer service. Tax specialists will be expected to:

- ✓ Work as part of a multi-disciplinary team and take the lead on a wide selection of taxation issues.
- ✓ Understand and continually maintain knowledge of commercial issues that affect customers and the consequential tax effect.
- ✓ Carry out risk assessments of company tax returns and initiate and maintain follow up work.
- ✓ Identify and prioritise significant risk areas and agree these with CRM and Large Business.

In carrying out the role the following key work areas will arise:

- ✓ Representation of HMRC at both internal and external meetings to the professional standard required.
- ✓ Liaison with Large Business and their advisors via all appropriate means of communication on contentious and non-contentious issues.
- ✓ Working with our own technical specialists in areas such as tax avoidance and transfer pricing.
- ✓ Produce accurate drafted letters and technical papers for customers, internal and external advisors and occasionally counsel.
- ✓ Provide a positive contribution to HMRC policy if required.
- ✓ Negotiate and settle agreed outcomes with customers or their agents in conjunction with the CRM.
- ✓ The post will require some travel and overnight stays.

About You

Requirements

You must be CTA, CCAB qualified, Tax lawyers or have AIIT (including paper 4) with current and extensive post qualification experience of working in a Corporate Tax environment.

You will have direct experience of complex tax planning in corporate structures. You will be well-versed in International Financial Reporting Standards (IFRS) and have substantial experience in corporate structural planning, mergers and acquisitions, financial and international tax planning for medium-large groups.

You will show clear strength in the following key competence areas:

Understanding Context & Change

- ✓ You think strategically, looking beyond the immediate factors that impact on your work.
- ✓ You take an interest in the wider HMRC strategy - making sense of it and applying it to your thinking about how your area and role might be changing.
- ✓ You think ahead, looking out for developments in policy, your operating environment, issues that affect our business, and consider how they relate to your work.
- ✓ You convey a corporate message consistently and in ways that are meaningful and useful to customers, colleagues and others.

Understanding Customer Needs

- ✓ You know who your own customers are, and can define how your job and work area delivers to them.
- ✓ You build effective working relationships with internal/external customers which involves listening, openness, responsiveness and a commitment to follow through; you present a positive image to the customer and inspire their confidence in the relationship.
- ✓ You look for improvements in ways to meet customer needs, and you develop your own and others ideas for these.
- ✓ You consider the customer perspective when making changes and take steps to build the customer interests into new developments.

Working With & Through Others

- ✓ When you negotiate you seek a "win-win" result with sustainable and supported outcomes - pressing your case, making concessions and looking for common ground/shared goals.
- ✓ You are skilled in organising meetings to be productive working events - you are able to focus, structure and facilitate groups working together, for example to reach clear decisions, high levels of engagement, creative outputs
- ✓ You communicate complex messages in clear and meaningful ways
- ✓ You use personal presentation skills and styles to suit the occasion and audience. You are aware of the impact and you encourage 2-way communication, checking for understanding and reception.

Professionalism and Responsibility

- ✓ You take a professional corporate responsibility for ensuring that the necessary connections and understandings are made across the breadth of the organisation, informing and advising decision makers.
- ✓ You take a share of the responsibility for achieving the corporate, collective goals and targets the organisation is working towards.
- ✓ You maintain a focus on what is important, particularly when short-term pressures compete with strategic objectives.
- ✓ You plan ahead and look for opportunities to advance the strategy, anticipating challenges and risks.

Locations

Vacancies are available in the following locations: Birmingham, Bristol, Edinburgh, Glasgow, Leeds, Liverpool, London, Manchester, Milton Keynes, Newcastle, Nottingham, Oxford, and Reading.

Salary

Pay and grading in HMRC is based upon broad pay bands. External candidates will start on the minimum of the pay range as detailed below. Higher Starting Pay is not guaranteed and is only available to exceptional candidates with the relevant skills, qualifications and experience. Candidates who already work for HMRC, and staff from other Government Departments, will be paid in-line with HMRC rules for pay on transfer or promotion.

£42,586 - £52,610 National or £47,735 - £59,192 London (pay award pending). Flexible starting pay is available across the pay range shown in-line with qualifications, knowledge and skills.