

Avoidance Consultant in Large Business Service

Permanent position

Job Profile

What You Will Be Doing

HMRC's Large Business Service (LBS) deals with the affairs of the UK's very largest businesses who, collectively, pay over half of the total business taxes that HMRC collects. In addition to its Customer Relationship Managers and their teams of tax specialists, LBS has created the Strategic Risk Unit (SRU), which is made up of a number of teams who specialise in Tax Avoidance, Transfer Pricing and International Issues, and Accounting Practice.

As an Avoidance Consultant in the LBS Strategic Risk Unit, you will join a small team recruited over the last four years from industry and the accounting and legal professions. Your in-depth current experience of complex and creative corporate tax planning will inform responses to a wide range of aggressive corporate tax planning issues. You will have an opportunity to shape the agenda, balancing a high degree of personal autonomy with your awareness of the strategically important issues facing HMRC.

Key responsibilities include:

- ✓ Working across our trade sectors and locations to shape our response to the most significant tax risks in the LBS customer population.
- ✓ Developing your role to ensure that your commercial experience and tax expertise is actively used by LBS case teams.
- ✓ Building on your existing specialist experience, concentrating on particular areas of avoidance.
- ✓ Applying the breadth of your experience and skills to understand and tackle a wide range of aggressive corporate tax planning.

About You

Requirements:

You must be CTA, CCAB qualified, Tax lawyers or have AIIT (including paper 4), or equivalent, with in-depth, hands on post qualification knowledge and significant experience of innovative and complex tax planning in corporate structures and multinational groups.

We are looking for people with enquiring minds who can analyse complex structures, construe legislation and case law, and see the big picture. As well as rising to these technical challenges, 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 business 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 your 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 two-way communication, checking for understanding and reception.

Professionalism & 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 London, Bristol, Reading, Birmingham, Nottingham, Leeds, Manchester, Liverpool, Newcastle, Edinburgh and Glasgow.

Salary

Pay and grading in HMRC is based upon broad bands.

The starting salary for the roles is £53,745 - £65,998 National or £59,243 - £72,747 London. Flexible starting pay is available across the pay range shown in line with qualifications, knowledge and skills, plus excellent benefits.

Candidates, who already work for HMRC, and staff from other Government Departments, will be paid in-line with HMRC rules for pay on promotion or transfer.