



Deputy Assessor - Treasury Candidate Information Pack

EXPERIENCE AN ISLAND FULL OF OPPORTUNITIES



We are looking for an experienced tax professional ready to take on a strategic leadership role at the heart of the Isle of Man's tax system.

We're looking for a highly skilled and motivated Deputy Assessor to join the Treasury's Income Tax Division, providing strategic and operational leadership across key areas of the Division's work.

You'll support the Assessor of Income Tax in driving forward modern, efficient and fair tax legislation, policy and processes that uphold the integrity of the Isle of Man's taxation system and contribute to the Island's financial stability.

This is an exceptional opportunity for an accomplished leader with a strong background in tax, finance, or policy to influence the future direction of taxation on the Isle of Man.

In this role, you'll lead diverse teams, champion innovation and collaboration, and represent the Division in cross-Government and external partnerships. If you're a strategic thinker with a passion for people and a commitment to delivering high standards of public service, this could be your next big move.

If you're ready to take the next step in your tax career and make a real impact, we'd love to hear from you.

ABOUT THE ROLE

Key Responsibilities

- Support the Assessor (Head of the Income Tax Division) on tax policy, domestic tax compliance and act as a focal point of technical expertise in relation to the Isle of Man's direct taxation system, contributing to the delivery of sustainable tax revenues.
- Lead the Income Tax Division's legislation and policy work in relation to domestic and international taxation matters.
- Undertake research and provide high quality tax policy advice.
- Be keenly attuned to the political interface at Departmental level and manage relationships with the Minister and Treasury Members in a constructive manner.
- Actively participate in policy and strategy meetings, identify issues and solutions, and make resulting recommendations to Ministers in relation to domestic and international taxation matters
- Ensure effective development and implementation of the Island's taxation strategy.
- Provide senior officer input and sign off as required on all public consultation documents, guidance and practice notes on tax policy matters.
- Act as sponsor for technical and complex change projects as required and as such take overall responsibility for project deliverables.



Policy & Strategy

- Work closely with the senior technical officers and senior operational managers to develop strategies both for technical quality assurance and technical training that will ensure that quality is improved.
- Work closely with the senior technical officers and senior operational managers to develop tax compliance strategies that will ensure that tax compliance is improved.
- When called upon, act as adviser for technical matters in relation to large and complex cases and contentious issues
- Undertake research and development on specialist topics.
- Contribute to and deliver presentations that clarify the Isle of Man's taxation framework, its economic policies and other relevant subjects as needed.
- Be accountable for the targets shown in the Income Tax Division's Operational Plan.
- Manage the senior technical officers to ensure that the Division's targets and operational performance measures are met.
- Manage senior officers with responsibility for support services, as required, to deliver strategic direction for and smooth functioning of the administrative aspects of the Income Tax Division.

Technical Oversight

- Maintain a comprehensive knowledge of the Island's direct taxation law and practice (including its Pillar 2 domestic top-up tax), together with a good understanding of IFRS accounting.
- Monitor changes in taxation law and practice in other jurisdictions and liaise regularly with relevant counterparts in other jurisdictions and private sector.
- Liaise regularly with colleagues in the local regulators (Financial Services Authority and Gambling Supervision Commission), both to inform them regarding taxation matters and in order to maintain in-depth knowledge of non-taxation issues affecting key business sectors.
- Maintain detailed knowledge of the Isle of Man's economic strategy and understand its linkage with economic sectors.
- Act as lead caseworker on high-grade cases.
- Represent the Assessor in appeals to the Income Tax Commissioners or Social Security Tribunal.
- Travel off island as required (which may relate to any of the duties set out in this job description). In view of the senior level of this role it is not possible to accurately anticipate the frequency or destination of such travel.

International Representation

- Represent the Island at international forums including: the OECD Inclusive Framework on BEPS, the EU Commission in relation to Code Group and other matters; and meetings with tax and policy officials from other jurisdictions.
- Manage the negotiation of international tax agreements through to implementation.
- Work closely with the other Deputy Assessors to ensure that the Island's obligations under its international agreements and international tax standards are met.

Leadership & Governance

- In the Assessor's absence, exercise decision making in line with delegated authority.
- Contribute to the consultative process by attending and /or leading such meetings or consultative committees as may be required by the Assessor (in particular, chairing the Tax Liaison Committee).

- Through giving talks and seminars, aim to ensure that Treasury's direct taxation policy is understood by the Island's taxpayer, business and professional communities and is used to best effect.
- Meet potential inward investment companies, individuals and their advisers in order to explain the Manx direct taxation system and secure new investment in the Isle of Man.
- Contribute to the development of the broader policy and strategic framework of the Isle of Man Government including: providing information and advice to and, where required, participate in relevant committees and officer level working groups.
- Ensure implementation of Isle of Man Government corporate policies, systems and procedures relating to a wide range of matters including, for example, business planning, performance management and reporting requirements, principles of corporate governance and code of conduct and civil service, financial and other regulations.



PERSON SPECIFICATION

| Credibility | Method of Assessment |
|---|---------------------------|
| A relevant taxation or accountancy qualification e.g. CTA, ACA, ACCA or similar level qualification from a revenue authority | CV /Pre-employment checks |
| Significant practical experience gained from operating at an appropriate level within a taxation environment | CV |
| A proven track record in leadership and management at a senior level | CV/Interview |
| Be professional and credible | Interview |
| Have open conversations and address issues | Interview |
| Build supportive relationships | Interview |

| Capability | Method of Assessment |
|--|-----------------------------|
| A comprehensive knowledge of Manx income tax law and practice Or A comprehensive knowledge of United Kingdom or Republic of Ireland income tax and national insurance law and practice, with the ability to build up the required knowledge of the Manx system should experience be primarily in relation to the United Kingdom/Republic of Ireland system | CV/Interview/ Assessment |
| A good understanding of IFRS accounting standards (Desirable) | Interview |
| A good understanding of changing international tax standards particularly in relation to matters which might impact on the Island's competitive position | Interview |
| An effective communicator at all levels including presentation skills | CV/Interview |
| A good knowledge of modern business structures and working practices with particular reference to those linked to key business activities in the Island | Interview |

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| A broad knowledge of various types of taxation regimes and principles, particularly those in other financial centres | CV/Interview |
| Advanced influencing and persuasion | Interview/Assessment |
| Strong motivational and teamwork skills, coupled with the ability to work calmly and effectively under pressure | CV/Interview |
| Strategic planning and decision making skills | Interview/Assessment |
| Good IT skills, competent with the Microsoft Office suite with the ability to learn new software | Interview/Assessment |
| Make considered decisions | Interview |
| Be future focused | Interview |
| Encourage innovation and support change | Interview |

| Character | Method of Assessment |
|---|-----------------------------|
| Self-motivated | Interview |
| Have a commitment and enthusiasm to personal and professional development for self and others | CV/Interview |
| Flexible and approachable with a positive outlook | Interview |
| A positive role model that instills respect and confidence | Interview |
| Has positive energy and drive | Interview |
| Inspires and motivates | Interview |
| Trust and be trusted | Interview |

| Other Requirements | Method of Assessment |
|---|-----------------------------------|
| Prepared to travel globally as the job demands | Interview |
| Able to occasionally work out of office hours if required operationally (Desirable) | Interview |
| Satisfactory security clearance check | Pre-employment checks |
| Isle of Man Worker (Desirable) | Application/Pre-employment checks |

A WORKPLACE THAT INVESTS IN YOU



A **competitive salary** that increases each 12 months until you reach the salary maximum.

Comfortably relocate you, your family and your belongings, with a **£10,000 relocation package**.

A **flexi-time** scheme where you can accrue additional time worked to take as leave.

Keep more of the money you earn with the Isle of Man's tax rate of 21% (compared to the UK's 40%)

Discounted access to the NSC gym and island swimming pools as well as 1-to-1 support programmes and exercise classes with qualified instructors.

Enjoy peace of mind with a **generous pension package** ensuring your future financial wellbeing is looked after.

Travel plans? Ability to apply for an unpaid career break after 3 years with us

Looking after you. Free access to the Isle of Man Government Staff Welfare Service which offers professional counselling, emotional support and signposting on a wide range of issues.



ISLE OF MAN
TREASURY
Yn Tashtey

A SPECIAL PLACE TO LIVE AND WORK



The Isle of Man occupies a central position in the Irish Sea and the British Isles - between England and Ireland. The Island is accessible by sea and by air, with over 200 weekly flights off Island.

The Island is blessed with an extensive coastline, stunning natural landscapes and unspoilt beaches and is a popular holiday destination. Measuring 33 miles long and 13 miles wide, with a population of over 80,000 people, the Island has a diverse landscape, including glens, forests and beaches.

The Isle of Man is a self-governing British Crown Dependency with strong and enduring ties to the UK. The Island offers an excellent education and an NHS style free healthcare system.

The Island has a strong national Manx identity and culture that is community spirited and celebrated with cultural, food and drink and sporting festivals throughout the year including the world renowned TT races and the Manx Telecom Parish Walk.

Those living in the Island benefit from an unbeatable quality of life and great lifestyle opportunities. The Island is one of the safest places to live in Europe and is the only Island Nation in the world to be awarded UNESCO Biosphere status, making it a truly unique location to live and work.

All the information you could need on the Isle of Man is available for you at www.locate.im.

About the Income Tax Division

The Treasury's Income Tax Division has responsibility for ensuring the Island's income tax and national insurance regimes continue to provide sustainable revenue for the Isle of Man. The Income Tax Division is also responsible for the Island's international taxation policy and its implementation.

The tax environment is going through a period of rapid change and this has direct implications for the Income Tax Division in terms of the level of advice needed to inform Government policy responses, the volume of work within the Income Tax Division and the potential impact on domestic tax and NI revenues.

All images courtesy of the Department for Enterprise.