

# The difference is personal

## Pure Taxation

### Newly Qualified Capability Document

#### *Pure Taxation: An Introduction*

Established in 1999 to provide a high-quality service covering niche disciplines, Pure Taxation has become the UK's number one tax recruitment specialist. Our market dominance is due to our uncompromising standards and the expertise of our consultants, who have a combined total of over 130 years of recruitment experience, in addition to over 40 years in the tax profession itself.

Pure Taxation focus on tax opportunities at all levels, from newly qualified to Heads of Tax, within the UK, Europe, the Middle East, Africa and Asia Pacific, from our offices in London and Hong Kong.

#### *Pure Taxation: Junior to Mid Level Tax Team*

The Junior to Mid Level Tax Team at Pure Taxation focus exclusively on opportunities for part and newly qualified Tax Professionals.

Our experienced consultants are adept at handling assignments across a multitude of industry sectors and within Private Practice, with dedicated consultants focusing on specialist tax disciplines such as Transfer Pricing, Corporate, Indirect and Personal Tax.

With over 12 years' specialist Tax experience and firmly established relationships with the Big 4, FTSE100, FTSE250, financial institutions, professional services firms and large blue chip multinationals, Pure are uniquely positioned to support our extensive network of candidates throughout their careers.

#### **Our exceptional statistics are a testament to the success of our service:**

- 68% of newly qualified candidates that register with Pure Taxation find a new role in less than 6 months
- 1 out of 3 candidates are placed within 3 months
- 88% of placed candidates still work with the same firm 3 years on
- We meet with all those we represent to get the best possible understanding of what you want.

"Pure had willingness to talk things through when I needed it were invaluable and undoubtedly made a significant contribution to my successful application. They had the desire to secure the right role for me, which I firmly believe we achieved. Thanks to everyone at Pure!"

**Nick Kjaersgaard, KPMG**

## *Our experienced consultants are aligned to specialist tax disciplines:*

### **Private Practice**

- Covering the Big 4 and Mid-Tier firms, this team specialises in Corporate Tax, Personal Tax, People Services, Indirect Taxes and Transfer Pricing.

### **Financial Services**

- Covering the in-house tax market. We work with all the major Retail and Investment Banks, Investment Managers, Private Equity Houses, Hedge Funds and Insurance firms across all tax disciplines including Tax Structured Finance and Tax Operations.

### **Commerce & Industry**

- With clients in Oil & Gas, Retail, Manufacturing, Technology, Media and Large Industry whatever your interest or specialism we can provide opportunities to match your career goals.

### **Contract/Temp:**

- Pure Taxation has the largest dedicated interim team in the market with five consultants available to offer you interim roles throughout Private Practice, Financial Services and Commerce & Industry.

### **International**

- Whilst primarily focused on the senior market across Europe, Middle East and Africa this team does have opportunities at the newly-qualified level. If you are interested in working in these jurisdictions then our consultants will help you plan your approach.

“Pure is extremely professional; selecting appropriate roles, pre-interview coaching and keeping me up to date with the progress of my applications. They proved to be considerably more knowledgeable on the tax market than all of the other employment agencies I have approached.”

**Henry Gata**, Invesco

#### **London**

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8 Connaught Place Central, Hong Kong

## *Junior – Mid Level Market Overview*

Over the last 12 months there has been an increase in demand from all areas of the market to bring in fresh talent. Both in-house and in practice, the profile of tax has increased dramatically and looks set to continue with new legislation being discussed every day in our parliament and overseas. One notable development is the momentum the Tobin Tax has gained throughout the EU; although it still has a long way to go and if not implemented globally would put the Eurozone under commercial pressure, it nevertheless shows the intent of governments to increase tax regulations in order to generate extra revenue.

Accountancy firms throughout the UK have come back to the market in a strong and positive way. This demand has broadly been reflected in all areas of Tax but is particularly prevalent in financial services. The Big 4 are currently in the process of building out their capability in this area and as such presents a great opportunity to get involved in one of the most dynamic and challenging areas of tax. The demand for VAT professionals has remained high throughout Private Practice and is set to continue due to its immediate influence on company P&L. While additional hiring activity is obviously positive, the fact that promotions are increasing shows the desire of the firms to provide career progression which has sent a strong message to the market.

The financial services in-house market has also seen a large increase in hiring over the past 12 months as more companies look to manage tax risk internally. The banks, both investment and retail, came to the market strongly in Q1 & Q2 and signalled a renewed ambition to get the best talent on board. This hiring occurred not only at the large global banks but also those with a smaller presence in the UK who were bringing tax in-house for the first time. However, the real success story of the year is Insurance. We have witnessed this sector hiring very strongly throughout the year. Insurance as a whole has bucked the trend and is now hiring at its highest levels for the last 7 years. With prior FS experience not always needed to make the move, this presents a great opportunity for those interested in financial services.

The commerce and industry in-house sector saw steady activity over the first two quarters of 2011, with a variety of industry sectors looking to both replace individuals leaving and build out the tax team. Activities levels reached a peak in early autumn, with a welcome, if unusual increase in the number of roles through both Analyst and Manager levels. There has been a notable trend in the make up of the typical 'tax accountant' role: it is becoming common place to see an international element in a growing number of roles. With a real variety of roles across many sectors such as industrials, media and oil & gas, there are a host of opportunities in the market.

Interim work is often a valid option for those who find themselves immediately available after a career break, through exam failure or company redundancies for example. Interim work offers flexibility, excellent remuneration and the chance to try a new industry while getting back into work as quickly as possible. With companies being vigilant of their headcount and budget requirements we have witnessed the demand for Interim professionals increase, especially around reporting periods. This is because it offers the business the ability to get extra staff without affecting their team budgets.

"Pure were recommended to me by a friend, I have since recommended them to other friends and would not hesitate to do so again in the future. I really appreciated that I was able to discuss without pressure the pros and cons of moving from practice to industry with someone who had seen other people make the same difficult decision."

**Nadine Faulkner**, Samsung

## *Transaction History*

### Financial Services

<b>Invesco</b>	Tax Accountant
<b>Lloyds Banking Group</b>	Tax Accountant
<b>Jefferies International</b>	Assistant Tax Manager
<b>Legal &amp; General</b>	VAT Manager
<b>Capita Group</b>	Tax Accountant x2
<b>Met Life</b>	Indirect Tax Manager
<b>HSBC</b>	Global Banking Markets

### Commerce & Industry

<b>Thomson Reuters</b>	Tax Manager
<b>Glencore Commodities</b>	Indirect Tax Accountant
<b>Young's Brewery</b>	Tax Manager
<b>Whitbread Plc</b>	Tax Manager
<b>International Power</b>	Tax Accountant
<b>Samsung</b>	Indirect Tax Manager
<b>Fujitsu</b>	Tax Assistant

### Private Practice

<b>PwC</b>	Corporate Tax Assistant Manager
<b>EY</b>	Corporate Tax Assistant Managers x5
<b>KPMG</b>	Corporate Tax Assistant Managers x5
<b>PWC</b>	Indirect Tax Senior
<b>Smith &amp; Williamson</b>	VAT Assistant
<b>Saffery Champness</b>	Personal Tax Senior
<b>PwC</b>	Expatriate Tax Senior Associate x 3
<b>PwC</b>	Executive Advisory Senior Associate
<b>Deloitte</b>	Expatriate Assistant Managers x 5
<b>EY</b>	Global Compensation Data Management Consultant
<b>EY</b>	Employment Tax Advisor
<b>EY</b>	Expatriate Tax Assistant Advisor
<b>EY</b>	Expatriate Tax Advisor

"Pure identified my current role as a job that would be suitable for me and encouraged me to put my name forward. I found them supportive and helpful during the application process. Thanks to their help I secured the position."

**Alexander Mannings, Samsung**

## *Your Team at Pure Taxation – Newly Qualified*

### **Ed Rayfield**

Ed specialises in making the first move in-house for transfer pricing, VAT and corporate tax professionals into positions requiring 0-5 years post-qualification experience within the financial services throughout the UK. Ed operates throughout the retail and investment banks as well as insurance and fund markets.

Ed's Direct line: 020 7429 4432 edrayfield@puretaxation.com



### **Claudia Engleman**

Claudia works as an Associate Consultant in the Tax Practice team, focusing on corporate tax recruitment predominantly for large accountancy firms in London and the South East. Prior to joining Pure Claudia worked as a Research Consultant at Kinsey Allen International, focusing on senior level risk & compliance mandates across the Financial Services sector.

Claudia's Direct line: 020 7429 4480 claudiaengleman@puretaxation.com



### **Bridget Hougham**

Bridget specialises in the placement of junior to mid level candidates on a temporary or contract basis within commerce and industry. Bridget joined Pure Taxation in 2010 after graduating in International Business from Portsmouth University.

Bridget's Direct line: 020 7429 4423 bridgethougham@puretaxation.com



"My personal experience is that Pure is extremely professional. This is demonstrated by only selecting appropriate roles, pre-interview coaching and solving any issues that arise. For anyone who would like a niche role in the tax market, I recommend using Pure Taxation as their consultant."

**Rebecca Winnard**, PriceWaterhouseCoopers

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