



Director, Taxation

Our Company

Ontario Teachers' Pension Plan (Ontario Teachers') is the largest single-profession pension plan in Canada. It was established as an independent organization in 1990, and it has now built an internationally recognized reputation for innovation and leadership in investment management and member services.

With C\$191.1 billion in net assets as of December 31, 2018, Ontario Teachers' invests the pension fund internationally and administers the pensions of 327,000 active and retired teachers in Ontario. Today, the plan's members include 185,000 teachers in elementary and secondary schools in Ontario, 142,000 pensioners (including 65,000 inactive members - former teachers who kept their pensions with Teachers'). At C\$6.1 billion, the annual pension payroll is one of the largest of its type in Canada.

Ontario Teachers' is headquartered in Toronto and has investment offices based in London and Hong Kong. Ontario Teachers' employs more than 1,100 at its head office in Toronto, with a further 35 in London and 25 in Hong Kong.

The Opportunity

Reporting to Managing Director, Taxation ("MD"), the Director will be responsible for assisting the MD in overseeing the investment-related tax risk exposure and related tax issues of the Ontario Teachers' Pension Plan Board ("Teachers'") and its subsidiaries. This position is based out of our Hong Kong office and will focus on the tax exposure of Teachers' and its subsidiaries, with respect to their related investments primarily in Asia-Pacific region. Such tax exposures have a significant financial impact on the organization. Identification and management of potential tax risk provides value-added assistance in the Investment Division decision-making process.

Who You'll Work With

In this role you will collaborate with internal and external stakeholders including the investments, legal and taxation divisions and external advisors.

What You'll Do

- Staying abreast of developments in investment-related tax laws and regimes in relevant jurisdictions
- Responsible for assisting in review and interpretation of tax structuring advice from advisors on new investments in equities, infrastructure, fixed income securities, private equity funds and hedge funds
- Acting as an internal resource to the Investment Division throughout the investment process;
- Assisting in the review of existing tax structures to ensure continued compliance with relevant tax regimes
- Overseeing tax compliance and coordinate the preparation and filing of subsidiary tax returns prepared in-house and utilizing external tax service providers
- Assisting the MD Taxation with managing tax risk in the region
- Identifying and operationalizing key initiatives and projects

About Us



At Ontario Teachers', we know that our employees are our greatest strength – every innovation, every idea and every win has been powered by our people. We offer a work experience that inspires, encourages talent development, celebrates diversity and rewards superior performance. The best and brightest not only come here – they stay. Help us continue to deliver outstanding service and retirement security to our members and strive to be the world's leading pension plan. Apply today!

Your Talent. Your Experience. Our Future.

- Support MD Taxation in advocacy efforts with tax authorities and governments to generate positive legislative changes for Teachers'
- Serve as a strategic thought partner in continuously identifying areas for improvement and recommend pragmatic solutions.
- Assist in leading key internal relationships with the Investments, Finance and Law departments
- Maintaining independence from the Investment Division and investment decisions
- Representing the tax group as the first-line of contact with the Investment Division. Build strong relationships with partners and demonstrate effective partnership and collaboration throughout the organization
- Developing a strong network of external tax advisors and liaising with them on transactions
- Foster a continuous improvement environment
- Exercise appropriate judgement in reviewing proposals from external tax advisors to ensure they align with the Board's risk management appetite and framework
- Conclude on department priorities, work planning and recommendations related to implementing key strategies in consultation with the MD, Taxation
- Develop and lead tax and finance department initiatives in coordination with the MD, Taxation
- Responsible for assessing performance and coaching of team

What You'll Need

- Chartered Accountant (CA), Certified Public Accountant (US CPA), law degree or comparable professional credentials
- Comprehensive knowledge of taxation systems in Asia-Pacific region and taxation of cross-border transactions
- Solid understanding of tax structuring and tax due diligence
- Exposure to tax matters specific to tax exempt entities such as Teachers' would be an asset
- A minimum of 12 years income tax experience
- Experience in the investment industry
- Experience leading a tax compliance function with international scope
- Proven ability to act in an ethical manner with a focus on preserving reputation
- Proficient in critical thinking, capability to negotiate, influence and make recommendations, facilitate decisions to the Executive level within Teachers'
- Proven experience building and maintaining strong cross-functional relationships and promoting collaboration within and across teams
- Strong communication skills in English, demonstrated writing skills, strong analytical skills, creativity in written presentation materials
- Ability to adapt communications style based on the audience, and a proven skill to synthesize complex technical concepts into plain language for non-specialist audiences
- Affinity for using technology to find efficient ways to collate and disseminate knowledge
- Strong organizational/project management skills, with the ability to efficiently progress multiple assignments
- Excellent attention to detail and consistently high levels of accuracy
- Demonstrates personal initiative, strives to innovate and build standard methodologies but is highly attune to the need for pragmatic solutions
- Energized by ideas, experiences and will encourage a learning environment

- Strong impact and influencing skills
- Ability to influence people with personal style and finesse rather than authority
- A continuous learner who stays on top of business trends and tax technical changes
- Flexible and able to work with light supervision and adaptable to change

What we're offering

We operate in a pay for performance environment that offers a very competitive total rewards package as well as numerous opportunities for professional growth and development.

At Ontario Teachers', diversity is one of our core strengths. We are a globally minded organization and take pride ensuring that the people we hire and the culture we create reflect and celebrate diversity of thought, background and experience. Accommodations are available upon request for candidates with a disability taking part in the recruitment process and once hired.

How to apply

Are you ready to pursue new challenges and take your career to the next level? Submit your application through our career portal. www.otpp.com/careers

We thank you for applying, however, only those selected for a personal interview will be contacted. Note that you must be legally entitled to work in the country where this role is located.