

Janus Henderson Job Description

Corporate Title: Head of UK and EMEA Tax

Department: Finance

Reporting Line: SVP, Global Tax

Location: London, UK

Title: Head of UK and EMEA Tax

The Company

Janus Henderson Investors is a leading independent global asset manager, dedicated to delivering the best outcomes for clients through a highly diversified range of actively-managed products.

We support our individual and institutional investors across a range of products, encompassing equities, fixed income, multi-asset and alternatives.

We are a team of independent and innovative thinkers who work tirelessly to help our clients achieve their goals – and we do it by fostering an energetic and collaborative culture that ensures our people love the place they work.

Janus Henderson is a truly global asset manager with US\$378.1bn¹ of assets under management. We have a diverse geographic footprint, employing over 2,000 staff in 27 office locations globally. Headquartered in London, we are dual-listed on the New York Stock Exchange and the Australian Securities Exchange.

¹Janus Henderson pro-forma AUM as at 30 September 2018

The Department

The global tax team is located in both London and Denver, Colorado, and is responsible for the Corporate, Indirect and Product Tax requirements of the Group.

Overview of the Role

You will report directly to the Global Head of Tax in Denver, Colorado, USA and will interact with the global tax team to optimise tax efficiency strategies while ensuring compliance with tax regulatory and reporting requirements. You will directly manage several members of the tax team located in London, but will work with the team in Denver on various projects in a leadership role. This role requires flexibility in working with others, as well as sharing information across the broader tax group to ensure that issues and opportunities are identified and communicated to the broader team. The following summarises a list of duties and responsibilities, but is not intended to represent a complete listing of all work requirements which will evolve based on business needs:

Duties and Responsibilities

- Provide tax technical and project support for ad hoc corporate or business related projects.
- Identify opportunities and recommend steps to improve or maintain tax efficiency of the group.
- Review and coordinate UK and EMEA tax return preparation activities; ensure direct and indirect tax compliance requirements are met as necessary and oversee external non-UK tax compliance advisors.
- Review and coordinate tax aspects of statutory financial statement prepared in IFRS or in accordance with other applicable local GAAP requirements
- Ensure transfer pricing policies are implemented and accounted for properly.
- Ensure compliance with BEPS and OECD requirements. Oversee CBCR filings.
- Work with accounting, finance, legal, and other personnel to identify tax issues and opportunities, including implementation of strategies.
- Consolidation of quarterly tax provision for inclusion in US GAAP financial statements, including deferred tax and tax rate reconciliations
- Responsible for SOX tax related controls applicable to UK and EMEA entities.
- Respond to audit inquiries; interact with tax authorities, as appropriate.
- Manage tax accounts, including reconciliations for UK and EMEA entities.
- Prepare/review consolidated and individual company tax provisions and tax disclosures.
- Oversee VAT filings and process/methodology.
- Assist in restructuring of entities for tax efficiencies and tax minimisation strategies.
- Communicate with other members of tax team regarding projects.
- Involvement in product taxation, including FATCA and CRS reporting.

Other Functions

Assumes additional duties as assigned

Supervisory Responsibilities

- Direct management of 4 – 5 tax professionals in London.

Technical Skills and Qualifications

- Deep knowledge of US GAAP and IFRS tax reporting and group tax consolidation a must
- Expert in UK corporate tax with a good understanding of VAT within the financial services industry and experience with European tax regimes
- Degree or equivalent qualification
- Significant tax experience either in public accounting or industry
- An understanding of the financial services industry (with fund management as a

specialism) would be an advantage

Competencies Required

- Strong communication and influencing skills and ability to build effective relationships with people at all levels and across the business functions
- Enthusiastic, self-motivated and proactive, combined with sound commercial acumen
- Creative and commercial approach to dealing with business issues
- Proven ability to work in multi-disciplinary teams and with external advisers
- Able to manage, develop and motivate a team

Ongoing competence in the role to be assessed by:

- Annual Performance Appraisal
- Completion of all assigned Compliance training

Compliance Requirements

At a minimum the role requires the individual to:

- Place the interest of Janus Henderson's Clients first and always act in accordance with TCF (Treating Customers Fairly) principles
- Understand and comply with any federal, state, and foreign laws and regulations applicable for the role, and seeking the guidance of Compliance if this is unclear at any time
- Understand and comply with all relevant Janus Henderson policies applicable for the role, and seeking the guidance of the relevant policy owner if this is unclear at any time.

The individual in the role is ultimately accountable for his/her own actions and is responsible for seeking further information on any or all of the above as necessary.

We are an equal opportunity / Affirmative Action employer. All applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.