

International Mobility Newsletter

May 2016



Hungary, Canada, India, Poland

IN SHORT

On the following pages you will find our current international job opportunities.

They are local or expatriation contract opportunities for employees with at least 3 years of experience as of the assignment start date.

INTRODUCTION

Mazars offers international mobility opportunities to staff meeting the following criteria:

- have excellent appraisals
- meet the professional requirements of the advert
- meet the language skill requirements of the advert
- move supported by Home Country Partners/HR

Depending on the seniority of the selected candidate, the strategic priority of the assignment and the context of the host country, Mazars will offer either an expatriation or a local contract.

To learn more about the application procedure, kindly consult the following page of this newsletter.

APPLICATION PROCEDURE

Should you see a job advert that fits your profile and you wish to apply, kindly respect the following procedure:

1. Speak to your Partners/HR in your office first about your interest and ask them to support your move.
2. Ask your HR to provide you with your last appraisal documents.
3. Send your CV (detailing your experience with Mazars, clients, etc.) and cover letter in the language of the host country as well as appraisals to Yiqing Lin, Project Manager of Global Recruitment & International Mobility (yiqing.lin@mazars.fr) and copy your HR.

The support of your HR team and Partners is paramount; the same applies for the required experience and language skills mentioned in the job description.

If you do not see a job offer matching your profile and interests, and you are a strong performer and you have an international mobility project, we would ask you to arrange an appointment with Group HR in order to include you in our database and to continue consulting the newsletter.

CONTACT

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HUNGARY

SENIOR TRANSFER PRICING SPECIALIST

Location

Mazars Hungary, Budapest (110 staff and 2 partners)

Business Unit / Sector

Tax and legal services

Length of assignment

Secondment (6 months)

Starting date

September 2016

Job role

As Senior Transfer Pricing Specialist, you will be working on a broad range of clients, covering a number of sectors. You will deliver the following professional services:

- Draft proposals in consultation with the Client and the manager;
- Prepare transfer pricing related advisory letters. Take active part in establishing the concept, message and advice;
- Prepare the principal body of transfer pricing documentations in line with OECD Guidelines and covering a wide range of intercompany transactions, determine the correct benchmarking strategy; coordinate the search and review the results (operative execution of the comparable search is not required);
- Recognize, identify and quantify potential risks in the Client's operation during the preparation of the transfer pricing documentation;
- Support the Client during tax investigations in relation to transfer pricing issues. Prepare comments and appeals under managerial supervision;
- Take active part in drafting and submitting advance pricing agreements (APAs) under managerial supervision;
- Participate in presentations on particular topics in international events (in English).

Requirements

- Bachelor's degree in Accounting or Economics
- Minimum 2 years of transfer pricing experience in multinational environment
- Excellent communication skills in English, both written and oral.

You will be associated in structuring and growing our team of experts. You will be a part of a dynamic team with ambitious objectives. Your role will require the following aspects:

- Pro-actively identify client needs and keep the Client informed of project status as appropriate;
- Begin to develop a network of client contacts;
- Take ownership of projects, effectively delegate to others within the team and take responsibility for quality control;
- Facilitate team work with assistants and managers;
- Actively seek to enhance expertise and knowledge (e.g. keep track of BEPS developments), take active part in internal professional meetings;
- Maintain high professional standards in English.

Your application will be considered with special attention if you have 3+ years of TP experience in Asia, Australia, South-America, France, Germany, and UK.

The office

Mazars Hungary is the Transfer Pricing Center in the Mazars network. Mazars established a group of transfer pricing professionals who possess a high level of knowledge and experience in the main pressure areas of the international transfer pricing matters: financial transactions, intellectual properties, restructuring, valuations for M&A transactions, BEPS compliance and value-chain analysis.

The goal of the global knowledge center is to assist all Mazars offices in their everyday work and



coordinate cross-border engagements with a global view on the clients' business. In the years since its inception, the global knowledge center proved to be a highly efficient coordination and knowledge sharing center of the Mazars network, serving the largest clients and delivering unique solutions for all industries.



**MAZARS CANADA
MONTREAL OFFICE**

Audit Senior (3 years' experience min.)
Bilingual (French / English)

We are looking for Audit Senior working on PIE sector (IFRS mainly)

Permanent transfer

INDIA

AUDIT SENIOR MANAGER

Location

Mazars India (620 staff and 18 Partners), Delhi office

Business Unit / Sector

Audit

Type of assignment

TBD

Starting date

Summer 2016

Job role

You will manage a portfolio of Industry and Service sector clients, especially French referred clients' subsidiaries and carry out work to a high technical standard in a commercially beneficial manner. You will lead a dedicated team, managing, organizing and deploying staff on assignments as necessary.

You will also be associated in structuring and growing our team of technical experts. You will seek and convert opportunities to develop the Industry and Service practice regarding French or European non client subsidiaries. You will be a part of a dynamic team with ambitious objectives and your role will be to provide additional expertise to widen our offered services.

- To manage a portfolio of clients and to carry out work to a high technical standard in a commercially beneficial manner. Portfolio to include group reporting and listed entities.
- To be part of the management team and develop the client portfolio.
- To control the financial aspects of a client portfolio; including budgeting, negotiating, billing and recovery.
- Identifies client business issues and refers to others within the Firm where appropriate
- Develops and maintains a professional network and client relations
- Develops his or her knowledge of Mazars' business lines and its international organization and understands the full range of services that

the Firm can offer and makes the client aware of these

- Identifies selling opportunities across all service offerings and brings them to the attention of the engagement partner
- To effectively deploy staff on assignments.
- To be involved in advisory assignments on an ad hoc basis, such as due diligence assignments.

Requirements

- Previous Industry and Service experience (essential). Experience in long term contracts appreciated.
- Good experience in IFRS
- Experience in FAS (desirable not essential).
- Fluent in English, French language would be an advantage.
- Experience in supervising the audit process, projects or specific assignments.
- Develops and maintains realistic and achievable project plans.
- Contributes to the development of new initiatives and proposes appropriate approaches to problems.
- Ensures client expectations and issues are understood, developing collaborative relationships and taking action to break down 'silo barriers'.
- Ensures fees are collected in a timely manner, following up with clients as necessary.
- Selects, analyses and presents information to enable effective decision making and effectively communication results.
- Promotes the firm's values and beliefs, demonstrating integrity and maintaining an ethical stance, using flexibility and tact to express views as necessary
- Strong client service skills, business orientation, strategic and result-driven
- Excellent presentation and communication skills

The office

The Mazars India has 18 partners and circa 620 circa staff. Mazars India has offices in Delhi, Mumbai, Bangalore and Pune. We are able to offer our clients a full service with Audit, Outsourcing, Tax, Financial advisory services, Business Improvement, PPP and other specialisms. Our clients range from turnover in excess of several billions euros to small owner managed businesses that still require an audit.



MAZARS POLAND

Germany Desk Manager (Business Developer) ***German Fluent***

In order to meet the needs of German customers and business development growth,

We are looking for German Desk Manager
Language requirements: fluent German, English and Polish

Permanent transfer / Secondment (1 year at least)