

## Associate Director, Tax

### Full-Time, Permanent

### London

#### About us?

SEGRO is a UK Real Estate Investment Trust (REIT) and listed on the London Stock Exchange in the FTSE 100 index.

For over 100 years SEGRO has been creating the space that enables extraordinary things to happen. We invest in high-quality real estate, actively manage our portfolio and sell assets to crystallise attractive returns. We own, manage, and develop light industrial property and modern warehouses with a portfolio comprising 8 million square metres of space (86 million square feet), valued at £18 billion. We are spread strategically across locations in the UK and in Continental Europe.

Our goal is to be the leading owner, manager and developer of industrial properties in Europe and the partner of choice for our customers.

#### Why work for us?

91% - employees feel engaged (2022 employee survey)

SEGRO is a friendly, vibrant community. We believe SEGRO people are amongst the best in our industry. We have a talented and committed team of employees in the UK and across Continental Europe. Our aim is to continue to attract, develop and retain the best and brightest employees in the industry.

We are proud of our track record in spotting and nurturing talent. Our ambition is to make sure every individual has the opportunity to maximize their potential and their careers with SEGRO.

#### What are we looking for?

We are currently looking to appoint an Associate Director, primarily focus on UK transactions, structuring, and tax advice for SEGRO, collaborating with the Head of Tax to implement the Group's tax strategy and ensuring tax optimization in property transactions. Additionally, to play a crucial part in structuring and financing the group as a REIT for tax efficiency.

The role's principal accountabilities will be in:

- To work with the Head of Tax to identify appropriate means by which the Group tax charge can be managed and develop plans to achieve this in conjunction with external advisors.
- To work pro-actively with the UK business on acquisitions and disposals to optimise the tax position and provide commercial and pragmatic solutions to issues that arise. To ensure that effective due diligence is carried out and that SPAs protect SEGRO's position from a tax perspective.
- To prepare/review Budgets and forecasts and strategic plans to ensure continuing REIT compliance.
- To work with the Head of Tax, Associate Director International Tax and Associate Director Tax Compliance to improve controls, policies and procedures and manage and reduce tax risk across the Group.
- To work with the Head of Tax, Associate Director International Tax, Treasury and European Finance colleagues to optimise the intra group financing position, ensure that the group is effectively capitalised and enable tax efficient repatriation of funds.
- To liaise with the UK tax compliance team to ensure that advice, planning and transactions are correctly reflected in the UK tax computations.

- To effectively network across the business to ensure that the tax team is involved at an early stage of any proposed transaction and to advocate commercially focused and pragmatic solutions to manage tax on transactions in a way that is clearly set out and understandable to non-tax people.
- To effectively develop the junior team to enhance their technical abilities, provide them with effective on the job coaching, opportunities for development in their day to day work and to actively consider other experiences that they may benefit from.
- To provide European tax advice and support on an ad hoc basis, in order to develop knowledge and provide cover for the Associate Director International Tax.

### You will have...

- A recognised accounting or tax qualification.
- PQE working for a tax department of a real estate company or a real estate tax department of an accountancy or law firm.
- Excellent up to date knowledge of the UK REIT rules and a good broad knowledge of UK corporate tax rules – including capital allowances, loan relationships and derivatives and forex , capital gains, group relief, trading companies, management expenses, pensions and share schemes.
- Intermediate Excel skills.

### It would also be nice for you to have...

- A broad knowledge of the tax regime of several European countries and typical real estate structures around Europe.
- A broad understanding of UK VAT, SDLT and other UK tax rules relevant to real estate.
- Good knowledge of IFRS.

### What we offer...

Competitive package including 30 days annual leave, private health care, pension, life assurance. As well as an annual medical check-up, a wellbeing programme and an annual charity day of giving.

We provide excellent opportunities for training and development, supporting employees with their career ambitions. We have a range of high-quality education and training on personal and professional skills that enable our people to fulfil their potential.

All employees participate in our annual bonus scheme and have the opportunity to own a stake in the company through share schemes open to everyone.

### How to apply:

If you would like to be considered for this role, please send your CV with covering letter detailing your suitability for the role to [UKRecruitment@SEGRO.com](mailto:UKRecruitment@SEGRO.com)

SEGRO is an equal opportunities employer.  
No Agencies please.

At SEGRO we want all of our people to be able to reach their full potential and thrive and we are committed to creating an inclusive environment for all employees, where everyone can be themselves, have access to fulfilling careers and opportunities, and feel supported.