Tax Manager

Cutler & Co. | Denver, Colorado

Position: Tax Manager
Department: Tax Services
Reports to: CPA/Managing Partner
Salary Range: $120,000 - $170,000 annually
Employment Type: Full-time, Exempt

About Cutler & Co.

Cutler & Co. is a premier CPA firm specializing in strategic financial solutions for businesses in real estate, construction, technology, and professional services.
With nearly five decades of combined experience, we combine the expertise of large national firms with the personalized attention of a boutique practice.
Our proprietary C.A.S.H. System goes beyond traditional accounting to provide strategic insights that drive business growth and profitability.

Position Overview

We are seeking an experienced Tax Manager to join our dynamic team and play a crucial role in delivering exceptional tax services to our specialized client base.
This position offers the opportunity to work with high-growth businesses across our target industries while contributing to innovative tax strategies that create meaningful value for our clients.
The Tax Manager will oversee complex tax engagements, mentor junior staff, and collaborate with our team to implement cutting-edge tax planning strategies.

Key Responsibilities

Tax Preparation & Compliance

- Prepare and review complex federal and state tax returns for entities including corporations, partnerships, LLCs, and high-net-worth individuals
- Ensure compliance with tax regulations specific to real estate, construction, technology, and professional services industries
- Manage multiple client engagements simultaneously while maintaining quality and meeting deadlines
- Oversee tax provision work and quarterly estimated tax payments

Strategic Tax Planning

- Develop and implement sophisticated tax strategies aligned with clients' business goals and growth trajectories
- Collaborate with fractional CFO services to integrate tax planning with overall financial strategy
- Identify tax-saving opportunities through entity structure optimization and strategic planning
- Stay current with tax law changes and assess impact on client strategies

Client Relationship Management

- Serve as primary tax contact for assigned clients, building strong relationships and understanding their unique needs
- Communicate complex tax concepts clearly to business owners and stakeholders
- Participate in client meetings and strategic planning sessions
- Provide responsive, high-quality client service that exceeds expectations

Team Leadership & Development

- Supervise and mentor junior tax professionals and seasonal staff
- Review work performed by team members and provide constructive feedback
- Participate in recruitment and training of new team members
- Foster a collaborative team environment focused on continuous improvement

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Required Qualifications

- Education: Bachelor's degree in Accounting, Finance, or related field
- Certification: CPA license in Colorado (or ability to obtain within 12 months)
- Experience: Minimum 5 years of progressive tax experience in public accounting
- Technical Skills:
    - Advanced proficiency in professional tax software (UltraTax, ProSeries, or similar)
    - Strong Excel skills and familiarity with cloud-based accounting platforms
    - Knowledge of federal and state tax compliance requirements
- Industry Knowledge: Experience with business tax returns (1120, 1065, 1120S)
- Communication: Excellent written and verbal communication skills
- Leadership: Demonstrated ability to supervise and develop junior staff

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Preferred Qualifications

- Advanced Education: Master's degree in Taxation or related field
- Specialized Experience: 3+ years working with clients in real estate, construction, technology, or professional services
- Advanced Certifications: MST, EA, or other relevant professional credentials
- Software Expertise: Experience with Drake Tax Software
- Industry Specialization: Knowledge of:
    - Real estate investment and development tax strategies
    - Construction industry accounting and tax compliance

    - Technology company tax credits (R&D, software development)
    - Professional services firm tax optimization
- Strategic Experience: Background in tax planning and entity structure advisory
- Client Development: Experience in business development and client relationship expansion

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Availability Expectations

Seasonal Requirements

- Busy Season (January - April 15): 55-65 hours per week
- Extended Season (April 16 - October 15): 45-50 hours per week
- Planning Season (October 16 - December): 40-45 hours per week

General Availability

- Flexible schedule with core hours of 9:00 AM - 3:00 PM
- Occasional weekend work during peak periods
- Available for client meetings during standard business hours
- Responsive to urgent client needs via email/phone within 24 hours

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Remote Work Policy

Hybrid Work Environment

- Office Days: Minimum 3 days per week in our Lakewood, Colorado office
- Remote Days: Up to 2 days per week remote work flexibility
- Busy Season: Increased office presence expected (4-5 days per week)
- Client Meetings: In-person attendance required when clients visit office
- Technology: Company-provided laptop, software, and secure remote access

Remote Work Requirements

- Dedicated home office space with reliable high-speed internet
- Ability to maintain confidentiality and security of client information
- Participation in virtual team meetings and training sessions
- Availability during core business hours regardless of location

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Professional Development

Continuing Education

- CPE Requirements: Company covers all required continuing education hours
- Conference Attendance: Annual budget for industry conferences and seminars
- Professional Memberships: Company-sponsored memberships in AICPA, COCPA, and relevant industry associations

- Internal Training: Regular training on new tax laws, software updates, and industry trends

Career Growth Opportunities

- Mentorship Program: Pairing with senior partners for career guidance
- Leadership Development: Opportunities to lead special projects and initiatives
- Specialization Tracks: Support for developing expertise in specific industries or tax areas
- Partnership Track: Clear pathway for advancement to senior manager and potential partnership consideration
- Cross-Training: Exposure to other service lines including fractional CFO and advisory services

Skills Development

- Training on Cutler & Co.'s proprietary C.A.S.H. System methodology
- Advanced software training and certification programs
- Business development and client relationship skills training
- Industry-specific expertise development programs

Comprehensive Benefits Package

Health & Wellness

- Medical Insurance: Premium health insurance with company contribution to HSA
- Dental & Vision: Comprehensive dental and vision coverage
- Life Insurance: Company-paid life insurance policy
- Disability Coverage: Short-term and long-term disability insurance
- Wellness Programs: Gym membership reimbursement and wellness incentives

Financial Benefits

- Retirement Plan: 401(k) with generous company matching up to 6%
- Profit Sharing: Annual profit-sharing program based on firm performance
- Performance Bonuses: Merit-based bonuses tied to individual and team goals
- Professional Development Fund: Annual allowance for continuing education and professional growth

Time Off & Work-Life Balance

- PTO: Generous paid time off increasing with tenure (starting at 20 days)
- Holidays: 10 paid holidays plus floating personal days
- Sabbatical Program: Extended leave opportunities for long-term employees
- Flexible Schedule: Core hours with flexibility for personal appointments
- Summer Hours: Reduced Friday hours during summer months (post busy season)

Additional Perks

- Technology Allowance: Annual budget for technology upgrades and accessories
- Professional Attire: Annual clothing allowance for business wardrobe
- Team Events: Regular team building activities and company social events

- Referral Bonuses: Rewards for successful employee referrals
- Client Entertainment: Budget for client relationship building activities

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Why Join Cutler & Co.?

- Innovation Focus: Work with cutting-edge methodologies and technology
- Industry Expertise: Deepen specialization in high-growth industry sectors
- Client Impact: Make meaningful contributions to client success and growth
- Team Culture: Collaborative environment with experienced professionals
- Growth Trajectory: Join a firm positioned for significant expansion
- Strategic Role: Opportunity to influence firm direction and service offerings

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Application Process

To apply, please submit:

- Comprehensive resume highlighting relevant experience
- Cover letter explaining your interest in Cutler & Co. and this role
- Salary expectations within the posted range
- Three professional references

Contact Information: Email: careers@cutlercpas.com
Subject Line: Tax Manager Application - [Your Name]
Application Deadline: Applications will be reviewed on a rolling basis until position is filled

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Cutler & Co. is an equal opportunity employer committed to diversity and inclusion. We welcome applications from qualified candidates regardless of race, gender, age, religion, sexual orientation, or disability status.

Next Steps: Qualified candidates will be contacted within 5 business days for an initial phone screening, followed by in-person interviews with the tax team and managing partners.