

Tax Senior Manager / Tax Director

Harper Hofer & Associates is seeking an experienced Tax Senior Manager or Tax Director to join our growing practice. This role offers the opportunity to work closely with firm leadership, lead key client relationships, and contribute to the continued growth and strategic direction of the firm.

Position Overview

The Tax Senior Manager / Director will serve as a trusted advisor to clients while overseeing complex tax engagements, mentoring staff, and contributing to firm initiatives. This role requires strong technical expertise, leadership capabilities, and a client-focused mindset.

Key Responsibilities

Technical & Client Service

- Perform detail and technical review and approval of complex tax returns, including partnerships, S corporations, high-net-worth individuals, estates, trusts, and multi-state tax structures
- Provide proactive tax planning and advisory services
- Represent clients in IRS and state examinations
- Ensure engagements are completed timely, accurately, within budget, and in compliance with federal and state tax regulations
- Identify tax-saving opportunities and provide strategic recommendations
- Build and maintain strong client relationships
- Bring a strong background in analysis and adjustment of business financial statements in conjunction with tax return engagements

Leadership & Firm Development

- Serve as primary relationship manager for key clients
- Mentor and develop staff and managers
- Provide technical guidance to team members
- Participate in process improvement and technology initiatives
- Demonstrate interest in firm leadership and ownership

Business Development

- Expand client relationships
- Identify opportunities to deepen engagements

- Participate in networking and firm growth initiatives
- Exercise professional judgment to ensure prospective clients are a good fit

Qualifications

- Bachelor's degree in Accounting; Master's in Taxation preferred
- Active CPA license
- 8–12+ years of public accounting experience
- Strong experience with pass-through entities, complex individuals, and estates/trusts
- Experience reviewing complex tax returns and managing client relationships
- Strong communication and organizational skills

Ideal Candidate Profile

- Strong leadership presence
- Ability to mentor and develop others
- Strategic thinker with strong problem-solving skills
- Collaborative and proactive approach, including willingness to adjust to be successful in a team environment
- Interest in firm growth and long-term success
- Demonstrated ability to leverage technology and adapt to ongoing industry changes
- Capacity to increase efforts during busier times of year

Compensation & Benefits

- Salary: \$150,000 – \$215,000+
- Performance-based bonus
- Medical, dental, and vision coverage
- 401(k) with employer match
- Generous PTO and paid holidays
- Flexible/hybrid work arrangements
- Opportunities to advance within the organization

Location

Hybrid or remote flexibility available; Denver, CO preferred.

How to Apply

Please submit your resume and cover letter to Accountingdept1@harperhofer.com.