



## **Staff Tax Strategy Consultant (CPA, Remote)**

You're not a traditional accountant, so why are you working at a traditional accounting firm?

If you question assumptions, like complexity, and see challenging tax situations as opportunities, not obstacles, then it's time to stop pretending you fit inside the traditional firm mold.

We're not looking for someone who just wants to prepare returns, close the books, and move on to the next file. If you're happiest when you're solving problems, spotting opportunities, and guiding clients through complex decisions, you'll likely feel at home here.

### **What We Do...**

**HELP & IMPACT.** We're a firm that believes this profession should mean something. Our work includes strategic tax planning, business valuation, forensic accounting, estate planning, and advisory services that genuinely impact our clients' futures.

**CRITICAL THINKING.** We are looking for people who think *differently*. Our firm handles unique situations, and we need critical thinkers who aren't afraid to dive into details with our clients to best serve their needs.

**COLLABORATION.** We're a remote team but we stay closely connected throughout the workday. Collaboration is how we support each other, maintain quality, and better serve our clients.

**GROWTH & LEARNING.** We take growth seriously. We invest in learning. We challenge ourselves. Inside the firm, your voice will matter. You'll help shape how we improve, not just carry out assignments.

### **What You'll Do...**

This position requires a talented, experienced, and client-focused CPA. This role may be the right fit if you are excited about:

- Leading client engagements
- Mentoring staff
- Delivering high-quality accounting, tax, and advisory services

We are looking for a certain type of CPA. You naturally take ownership, you communicate clearly and directly, and you find real satisfaction in helping a client make a smarter decision because of your guidance.

As a CPA, your career trajectory within the firm would look like this:

CPA → Senior CPA → CPA Manager → Partner

The key responsibilities for this role are as follows:

- Serve as a trusted point of contact for clients, providing timely and accurate guidance on accounting, tax, and operational matters.
- Assist clients with budgeting, forecasting, and cash-flow analysis.
- Identify opportunities for tax savings and process improvements.
- Prepare and review federal, state, and local tax returns for individuals and businesses
- Prepare, review, and analyze financial statements in accordance with GAAP.
- Mentor staff accountants and review work for accuracy and completeness.
- Provide recommendations that improve client efficiency and financial performance.
- Maintain confidentiality and professional standards.

## **Qualifications:**

### **Required**

- Bachelor's or Master's degree in accounting, finance, or related field.
- Active CPA license.
- 5+ years of public accounting or relevant experience.
- Strong understanding of GAAP and federal/state tax regulations.
- Ability to think critically on complex business & entity situations.
- Proficiency with accounting and tax software.
- Strong Excel and analytical skills.
- Review our remote requirements on our website.

### **Preferred**

- CFE, CVA, or other relevant credential(s)
- Experience managing client relationships independently
- Comfort learning and utilizing innovative technology, such as AI

## **Pay Range & Benefits:**

- Starting salary range is \$70,000 to \$80,000.
- Normal work weeks, outside of January through April 15, are 40-45 hours per week depending on workload and work demands. The position includes an additional 105 hours to be worked from January through April 15 to support tax season.
- Benefits include paid time off, sick time, 401(k), Roth 401(k), health care insurance, flex plan for medical and childcare, short-term disability, long-term disability, and life insurance.

## **To Apply:**

Submit the following four items to [careers@icpaf.com](mailto:careers@icpaf.com):

1. Resume
2. Cover letter. In your cover letter, briefly answer the following questions:
  - Why are you interested in our firm specifically?
  - Which accounting and tax areas do you consider your strongest, and why?
  - Describe your approach to client communication and responsiveness.
  - What value do you believe a CPA firm should provide beyond compliance?

*Applications without a cover letter that addresses these questions may not be considered.*
3. List of 3-5 References
4. Internet Test
  - Go to [fast.com](http://fast.com)
  - Run the speed test on your computer. This should be at the place you would be working from / the internet you would be using while working remotely.
  - Take a screenshot of the speed information (open “show more”). Include the screenshot with your application.

***\*Incomplete applications with the required information will not be reviewed.***



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