

Job Title: **Global Equity Tax and Compliance Lead**

Location: Santa Clara, CA

### **Description**

Palo Alto Networks is the fastest-growing security company in history and a four-time Gartner Magic Quadrant leader for our innovation and ability to execute. Named best place to work by the Silicon Valley Business Journal, we offer the chance to be part of an important mission: ending breaches and protecting our way of digital life. If you are a motivated, intelligent, creative, and hardworking individual, then this job may be for you!

Palo Alto Networks is the leader in enterprise security. Our innovative platform, the core of which is our next generation firewalls, enables enterprises, services providers, and government entities to secure their networks and safely enable the increasingly complex and rapidly growing number of applications running on their networks. More than 30,000 customers in over 100 countries use Palo Alto Networks products. For more information, visit [www.paloaltonetworks.com](http://www.paloaltonetworks.com).

We are looking for a **Global Equity Tax and Compliance Lead** to join our Stock Administration team. In this highly visible role, you will be responsible for global taxation of equity compensation, including global mobility matters and serve as the Subject Matter Expert on international equity related compliance and reporting. You will also process RSU releases and support the ESPP process. This position reports to the Senior Manager, Stock Administration.

### **Responsibilities**

- Manage daily operations related to RSUs and ESPP
- Communicate plan provisions to employees. Resolve employee issues or concerns as appropriate. Respond to questions within 24 hours
- Partner closely with our Payroll Compensation and Global Mobility teams to manage the tax implications of our equity programs in 45+ countries, including coordination with outside advisors and implementing internal processes to ensure compliance with applicable laws.
- Advise on and calculate equity income sourcing
- Stay current on regulatory developments, non-US tax rules and industry trends affecting the treatment of equity compensation to ensure operations and policies are best practice
- Ensure the timely delivery of all reports requested regularly and on an ad hoc basis by other departments as needed.
- Oversee documentation of all stock administration processes
- Proactively identify and escalate issues to achieve successful results within tight timelines
- Establish excellent relationships with internal clients and colleagues
- Mentor and serve as occasional back-up to Stock Administrator

## **Qualifications**

- Bachelor's degree in Accounting, Finance, or similar field
- Certified Equity Professional
- Minimum 5+ years of stock administration experience in a public company with a significant international presence
- Experience with international tax rules and regulations affecting relocating employees
- Strong understanding of the accounting, tax and legal requirements of equity plans
- Demonstrated expertise in calculating country-to-country and state-to-state equity sourcing tax rates
- Collaborative team player with excellent interpersonal skills, superior work ethic, flexibility, ability to work independently and with discretion
- Ability to work efficiently with cross-functional teams and manage numerous projects simultaneously under deadline pressure
- Advanced knowledge of and experience working with Equity Edge Online
- Advanced MS Excel skills
- A desire to go beyond, get things done, improve, scale, and have fun in the process