AUMOVIO

Head of Tax, North America

Your tasks

Position Summary

The Head of Tax, North America is responsible for leading the regional tax function across the United States, Canada, and Mexico.

The role is accountable for the effective management of tax compliance, tax reporting, audits, transfer pricing, tax risk, and governance. Equally important, the position is expected to establish and drive a proactive regional tax agenda focused on tax optimization, cash-tax management, risk reduction, process improvement, and support of significant business initiatives.

The Head of Tax, North America serves as the principal tax leader for North America. The position directly reports to the CFO North America and functionally to the Global Head of Tax. The role must anticipate tax implications, independently identify risks and opportunities, develop clear recommendations and drive initiatives through implementation rather than operating solely as a reactive compliance function.

The position is integral part of and works closely with the AUMOVIO Group Tax Function and to ensure that regional activities are aligned with global tax strategy, policies, governance standards, and reporting requirements.

Key Responsibilities

Tax Strategy and Optimization

- Develop and execute the North America tax strategy in alignment with regional business priorities and the global tax framework.

- Establish and maintain a forward-looking tax agenda covering tax optimization, cash-tax improvement, risk reduction, and operational effectiveness.

- Proactively identify tax risks and opportunities without relying on the CFO or other functions to initiate the review.

- Develop business cases and actionable recommendations, including estimated financial impact, required resources, risks, and implementation steps.

- Initiate and lead tax-related projects through completion, working across Finance, Treasury, Legal, Operations and other functions.

- Identify opportunities related to legal entity structures, supply-chain arrangements, incentives, credits, transfer pricing, and other relevant areas.

Job ID
REF11298A

Field of work
Finance and Controlling

Location
Auburn Hills

Leadership level
Leading People

Legal Entity
AUMOVIO Systems, Inc.

- Monitor legislative and regulatory developments and recommend appropriate actions.

Executive and Business Partnership

- Serve as the principal tax leader and strategic business partner to the North America CFO, regional leadership team, Global Head of Tax, and AUMOVIO Group Tax organization.

- Provide clear, practical advice on significant business decisions, investments, restructurings, contracts, financing activities, supply-chain changes, and other transactions.

- Translate complex tax matters into concise business recommendations that allow leadership to make informed decisions.

- Participate early in significant initiatives so that tax implications are identified and managed before decisions are finalized.

- Maintain effective relationships with the Global Head of Tax and Group Tax organization.

Tax Operations, Reporting and Compliance

- Oversee all significant direct and indirect tax compliance activities across the United States, Canada, and Mexico.

- Ensure accurate and timely tax provisions, forecasts, tax packages, statutory reporting, and other required submissions (e.g., Pillar II reporting).

- Maintain appropriate oversight of uncertain tax positions, tax-related internal controls, supporting documentation, and compliance with Group Tax reporting requirements.

- Ensure regional compliance with global tax policies, documentation standards, and governance requirements.

- Improve tax processes, systems, automation, data quality, and operating efficiency.

- Maintain clear ownership, backup coverage, and documentation for critical tax processes.

Tax Risk, Audits and Controversy

- Own the identification, assessment and reporting of material tax risks across North America.

- Lead the regional strategy for tax audits, assessments, disputes, appeals, and settlements.

- Ensure significant matters are escalated promptly to the North America CFO and Global Head of Tax.

- Coordinate with internal stakeholders, external advisors, and tax authorities.

- Develop defensible positions that protect enterprise value while appropriately managing commercial and operational considerations.

<u>Transfer Pricing</u>

- Oversee regional execution of global transfer pricing policies and requirements.

- Ensure appropriate documentation, implementation, and monitoring of intercompany arrangements.

- Partner with Group Tax on transfer pricing strategy, audits, disputes, and changes to business models.

- Identify and address transfer pricing risks arising from operational or organizational changes.

<u>Leadership and Organization Development</u>

- Lead, develop and retain a capable regional tax organization.

- Set clear priorities, performance expectations, and accountability across the team.

- Build succession plans and backup coverage for critical responsibilities.

- Improve the team's ability to operate as a proactive business partner rather than solely as a compliance function.

- Ensure the organization has the right balance of internal capability and external support.

<u>External Advisor Management</u>

- Establish an effective external-advisor strategy based on capability, responsiveness, cost, and business need.

- Define clear scopes, deliverables, timelines, and accountability for external advisors.

- Ensure external spending produces measurable value and does not replace appropriate internal ownership.

- Maintain key relationships with accounting firms, legal counsel, and specialist tax advisors.

<u>Leadership Profile</u>

- Proactive and self-directed.

- A strategic tax leader, not solely a technical specialist.

- Commercially minded and focused on practical outcomes.

- Comfortable challenging existing assumptions and raising issues independently.

• Capable of moving from analysis to recommendation and implementation.

• Able to communicate complex matters clearly to senior executives.

• Effective in a matrix organization with both regional and global stakeholders.

• Accountable for results, deadlines, and measurable value creation.

Success Measures

Performance will be evaluated based on:

• Establishment and execution of a proactive tax agenda.

• Identification and delivery of tax optimization and cash-tax opportunities.

• Effective management and mitigation of material tax risks.

• Quality and timeliness of tax reporting and compliance.

• Successful management of audits, disputes, and tax authority matters.

• Quality of recommendations, support and business outcomes delivered to executive leadership.

• Timely execution of tax-related projects and business initiatives.

• Strength and development of the regional tax team.

• Effectiveness and value of external-advisor spend.

• Alignment with global tax strategy, policies, and governance requirements.

Your profile

WHAT YOU BRING TO THE ROLE

• Bachelor’s degree in Accounting, Tax, Finance, Law, or a related field.

• 10+ years of progressive tax experience, including at least 5 years in a tax leadership role within a complex multinational organization.

• Strong technical knowledge of U.S. federal, state, international and transfer pricing matters.

• Experience leading tax compliance, tax reporting, audits, and controversy matters.

• Demonstrated experience identifying and implementing tax planning or optimization initiatives.

- Experience leading cross-functional projects and advising executive leadership.

- Strong business judgment, communication, and influencing skills.

- Ability to balance tax optimization, compliance, governance, and commercial objectives.

- Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas now or in the future for this job posting.

- AUMOVIO may offer relocation assistance for this opportunity.

ADDITIONAL WAYS TO STAND OUT

- CPA, JD, master's degree in taxation or equivalent professional qualification.

- Experience in manufacturing, automotive or another complex industrial environment.

- Experience across the United States, Canada, and Mexico.

- Experience working within a global matrix organization.

- Experience managing internal teams and external-advisor networks.

- Experience supporting restructurings, supply-chain changes, legal-entity optimization or other significant business transformations.

Our offer

THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off
- Employee Discounts
- Competitive Bonus Programs
- Employees 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Employee Assistance Program
- Future Growth Opportunities, including personal and professional
- And many more benefits that come with working for a global industry leader!

All your information will be kept confidential according to EEO guidelines.

EEO-Statement:
EEO / AA / Disabled / Protected Veteran Employer. AUMOVIO offers

equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, AUMOVIO complies with government regulations, where they apply, including affirmative action responsibilities for qualified individuals with a disability and protected veterans. To be considered, you must apply for a specific position for which AUMOVIO has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, AUMOVIO provides reasonable accommodations to qualified individuals with a disability.

Ready to take your career to the next level? The future of mobility isn't just anyone's job. Make it yours! **Join AUMOVIO. Own What's Next.**

About us

Since its spin-off in September 2025, AUMOVIO continues the business of the former Continental group sector Automotive as an independent company. The technology and electronics company offers a wide-ranging portfolio that makes mobility safe, exciting, connected, and autonomous. This includes sensor solutions, displays, braking and comfort systems as well as comprehensive expertise in software, architecture platforms, and assistance systems for software-defined vehicles. In the fiscal year 2024 the business areas, which now belong to AUMOVIO, generated sales of 19.6 billion Euro. The company is headquartered in Frankfurt, Germany and has about 87.000 employees in more than 100 locations worldwide