



NORTH CANTON, OH

Manager, U.S. State Tax (Hybrid)

Pay Rate: \$121,000 - \$135,000 hourly

Date Posted: Monday, January 5, 2026

Deadline: We will continue to receive applications until we fill the position, but **priority** will be given to candidates who submit their application by **Monday, January 19, 2026**.

Organization: Confidential (information will be provided once the candidate reaches the final interview)

Our Client

As an organization that has been in business for over 100 years, they are proud to be recognized by Newsweek as **one of America's most responsible companies for the sixth consecutive year**, reflecting a strong commitment to ethical practices, sustainability, and long-term impact. Customer challenges drive their innovation—even those 390 million miles away—**supporting missions like helping NASA capture the first detailed images of Jupiter's icy moon, Europa**. They foster a culture where engineering excellence, collaboration, and continuous improvement are deeply valued—making it an **attractive environment for professionals who want their work to matter on a global scale**.

The Ideal Candidate

We are looking for a highly motivated and detail-oriented **U.S. State Tax Manager** who **thrives in a complex, multi-state corporate environment**. The ideal candidate brings a **thorough understanding of U.S. state and local taxation** and is responsible for all state-related tax matters, including state income and franchise taxes, sales and use taxes, and property and real estate taxes.

Multi-state experience is required, and a CPA or a Master's in Taxation is strongly preferred, along with demonstrated interpersonal skills and a proactive, solutions-oriented mindset. Strong technical expertise, sound judgment, and the ability to communicate complex tax concepts clearly to non-tax stakeholders are essential.

The Role

As a **Manager of the U.S. State Tax**, you will lead most aspects of the company's state and local tax function, ensuring accurate compliance and filings across multiple jurisdictions while reporting directly to the U.S. Senior Manager of Tax Operations.

Key Responsibilities:

- **Lead U.S. state tax compliance and estimated payments:** Involves managing outsourcing relationships (Bangalore shared services team and third-party service providers) to assign tasks, establish detailed timetables and review work product to ensure compliance with U.S. state tax laws. Will encompass all aspects of in-coming tax (including OH CAT), property tax and sales and use tax compliance including preparing complex tax returns and state apportionment data, annual reports and business licenses, monitoring tax credits and attributes, and responding to various state inquiries.
- **Lead the preparation of the Company's U.S. state quarterly and annual tax provision:** Work closely with other members of the Tax team to ensure timely and accurate preparation of ASC 740 income tax calculations (quarterly and annual tax provisions) for U.S. state income taxes including developing estimates of the U.S. state effective tax rate and deferred tax balances.
- **Lead the preparation of the Company's U.S. state property tax, franchise tax and sales and use tax accruals:** Analyze all tax accounts and prepare journal entries to support proper balances. Review account reconciliations to ensure proper reporting of tax balances and activity on the financial statements.
- **Manage state tax audits and related matters:** Coordinate responses to information document requests and facilitate communication for state income tax, property tax and sales and use tax audits. Will summarize audit status and decision points for report out to the Vice President Tax and other members of the Tax team and will assist in developing audit defense strategies and execution.
- **Assist in the implementation of state tax planning strategies to minimize cash and earnings impact of tax expense:** Work closely with the Vice President Tax and other members of the Tax team to ensure coordination of the tax consequences of operations and business structuring. Assist in the identification of key risks coming from tax operations for compliance and financial reporting. Identify and evaluate tax planning opportunities to reduce state tax liabilities. Research, document, and conclude on tax matters. Enhance processes for state tax compliance and reporting using tax technology tools (e.g., SAP, OneSource, Power BI).

Summary of Requirements

- Bachelor's degree in Accounting or Finance with a minimum of 10 years, or Master's in Tax, Accounting, Finance or MBA with a minimum of 8 years, of corporate tax experience in industry and/or public accounting firm, including technical knowledge of and experience with U.S. multinational entities
- Experience with US GAAP ASC 740 and SEC regulations required, as well as experience with software programs such as SAP and ONESOURCE
- Strong technical and analytical skills, including tax research skills
- Balance of tax technical knowledge with practical application of tax rules

- Focus on process improvement and internal controls
- Excellent communication and relationship building skills
- Ability to interface with those inside tax and across functional groups outside of the tax function
- Propensity to lead and mentor staff
- Great work ethic and integrity
- Ability to travel as necessary – less than 5%
- CPA or MST preferred

Benefit Highlights

- **Comprehensive Benefits Package:** Medical (including Fertility coverage), Dental, Vision and additional Supplemental Benefits including Pet Insurance, Identity Theft Protection, Legal Assistance and many more
- **We Invest in your Future:** 401(k) Savings Plan with company match up to 4.5%, 100% vested in both employee and company-matching contributions, you may also be eligible for additional quarterly company contribution depending on your location
- **State of the Art Facility:** Enjoy on-site amenities such as cafeteria, gym, health clinic, walking paths and ergonomic support
- **Work-Life Balance:** We support a work-life balance through 10 paid holidays, a generous vacation plan and access to our Employee Assistance Program. We also offer Paid Parental Leave up to 12 weeks 100% paid for birth parent and up to 6 weeks 100% paid leave for the non-birth parent and adoptive parents
- **Life-Long Learning:** Competitive Educational Reimbursement Program, 24/7 access to thousands of personal and professional online development resources with best-in-class tools, learning offerings, and professional certification course

Additional Information

- Offers relocation and interview expense benefits
- All qualified applicants shall be treated equally according to their individual qualifications, abilities, experiences and other employment standards. There will be no discrimination due to gender or gender identity, race, religion, color, national origin, ancestry, age, disability, sexual orientation, veteran/military status or any other basis protected by applicable law.

GHR is Northern America's first future-ready yet human-centered talent solutions firm that connects highly qualified job seekers to amazing career opportunities at various organizations. We offer contract, temporary, and permanent placement solutions for hospitality, food and beverage, finance and accounting, science, engineering, technology, higher education, human resources, marketing and creative, legal, human services, public administration, administrative, and customer support roles.

All applicants applying for U.S. job openings must be legally authorized to work in the United States. GHR is an Equal Opportunity Employer.