

Tax Development Manager

Location - San Diego, CA

Req 69822

Apply- <http://www.intuit.apply2jobs.com/ProfExt/index.cfm?fuseaction=mExternal.showJob&RID=69822>

Intuit is a leading software provider of business and financial management solutions for small and mid-sized businesses, consumers and accounting professionals. You probably know us by our flagship products, QuickBooks®, Quicken® and TurboTax®, but that's just the start. We are currently going through a fundamental transformation from a shrink-wrapped software company to one of the country's leading providers of web-based applications and solutions.

Come join Intuit as part of the Tax Analysis team as a Tax Development Manager. We are looking for creative problem solvers with a passion for innovation to join our team and revolutionize the way the world does business.

- Provides leadership and guidance for Tax Development staff, both vertically and horizontally.
  - Serves as frontline leader for development teams.
  - Owns the strategy, goals and plans for their team's success.
  - Understands and embraces Tax Development processes and policies and applies them in a consistent manner.
  - Reinforces the right "Lean Culture" behaviors, which includes evaluating process information to understand process performance against goals and takes appropriate actions.
  - Proactively observes and evaluates work being performed real-time.
  - Ensures process adherence and identifies and drives improvements.
  - Establishes operating mechanisms and identifies and eliminates waste and bottlenecks. Considers overall (E2E) process and acts to optimize the system, not just parts.
  - Develops and assesses personnel, building the right skills and talents to deliver for customers.
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- Demonstrated strong project management skills.
  - Demonstrated strong change leadership skills
  - Experience in the ability to continually assess and improve processes within their scope, including the impact on upstream and downstream groups, and the ability to recommend improvements in processes they interact with.
  - Experience in ensuring that their team has goal and role clarity and line of sight.
  - Demonstrated skills in continuously assessing team member capabilities and providing timely, constructive feedback to the individual.
  - Experience in developing staff talent and skills.
  - Experience in ability to continuously incorporate and share new learning's, both vertically and horizontally across functions.
  - Demonstrated end to end thinking.
  - Must have demonstrated the ability to define the critical few.
  - Experience in the ability to influence others to build shared vision and to collaborate and commit to common goals.
  - Demonstrated the willingness to support decisions that have been made, even when they do not personally agree.
  - Demonstrated an ability to energize and engage others in pursuit of stretching, break-through goals.
  - Demonstrated an ability to challenge accepted beliefs and assumptions, objectively and constructively.
  - Toyota Production System experience considered a plus.

Learn more about our award winning workplace and how we give back to our local and global communities. Discover what it's like to be part of a team that rewards taking risks and trying new things. Join us and let your ingenious ideas be heard. How far can you think? [www.intuitcareers.com](http://www.intuitcareers.com)

Be innovative... Be yourself... Be Intuit ...