

Payroll Compliance Auditor - Portugal

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Company: Remote

Location: Poland

Category: business-and-financial-operations

All of our positions are fully remote. You do not have to relocate to join us!

What this job can offer you At Remote, a unicorn technology company revolutionizing global payroll services, our Tax team sits at the heart of our mission to simplify and enhance payroll solutions for companies worldwide. Comprising dynamic client-facing units that navigate the complexities of wage tax and social security, alongside specialized groups focusing on VAT, transfer pricing, and corporate tax returns, our department is a mosaic of talent dedicated to fiscal precision and compliance. Our pioneering Tax Technology squad leads the charge in integrating cutting-edge technology and automation, elevating our payroll product to unprecedented heights.

As part of our Tax team, you'll contribute to a culture of innovation, integrity, and inclusivity, where every challenge is an opportunity for growth. Whether you're engaging directly with clients or focusing on the intricate tapestry of our internal tax landscape, your work will be instrumental in shaping the future of payroll services on a global scale.

We're on the lookout for thinkers, problem-solvers, and visionaries ready to dive into the evolving world of tax solutions. If you're eager to make an impact in a company that values creativity, collaboration, and cutting-edge technology, we'd love to hear from you. Join us in redefining payroll services for the modern era.

Professional Development: Opportunity for continuous learning in payroll processes, tax laws, and regulations.

Career Advancement Paths to higher management roles within finance, payroll, and HR departments.

Impact on Workplace Fairness: Ensures accurate pay and compliance, contributing to employee satisfaction and ethical practices.

Cross-functional Interaction Engages with HR, finance, and legal departments, enhancing business understanding and professional networking.

Analytical Skills Development Hones analytical and problem-solving skills, valuable across various career paths.

Potential for Consulting: Opportunities for experienced auditors to provide consulting services.

Contribution to Organizational Compliance Helps organizations avoid penalties and legal issues, safeguarding financial and reputational well-being.

Workplace Diversity: Exposure to different industries and organizational cultures, enriching professional experience.

What you bring

Bachelors degree in Accounting, Finance, Human Resources, or a related field.

Minimum of 3 years of experience in payroll tax, with a strong preference for candidates with previous auditing or compliance experience, preferably within a Big4 environment.

In-depth knowledge of wage tax laws and social security regulations of at least one country.

Proficiency in payroll software and systems.

Exceptional analytical and problem-solving skills.

Strong attention to detail and accuracy.

Excellent communication and interpersonal skills.

Writes and speaks fluent English

It's not required to have experience working remotely but is considered a plus

Key Responsibilities

Audit and Compliance: Conduct comprehensive audits of payroll files to ensure accuracy and compliance with all governmental (federal, state, and local) wage tax laws and social security requirements. Identify discrepancies, underpayments, or overpayments and recommend corrective actions.

Regulatory Expertise: Stay abreast of changes in wage tax laws and social security regulations. Inform and advise the payroll team of any updates to ensure ongoing compliance.

Reporting and Documentation: Prepare detailed audit findings reports, highlighting areas of concern and recommending improvements to payroll processes. Maintain strong records of audits performed, methodologies used, and the resolution of identified issues.

Collaboration and Support: Work closely with the tax/ payroll teams to implement audit recommendations and improve payroll accuracy. Provide support and training on compliance matters to payroll staff.

Risk Management: Identify potential compliance risks and develop strategies to mitigate these risks. Contribute to the development and implementation of policies and procedures that enhance payroll compliance.

Stakeholder Communication: Communicate effectively with internal and external stakeholders, including HR, finance, and external auditors, regarding payroll compliance

Practicals

You'll report to Senior Manager, Head of Tax Technology

Team: Tax

Location : For this position we welcome everyone to apply, but we will prioritise applications from the following locations as we encourage our teams to diversify; Portugal

Start date: As soon as possible

Remote Compensation Philosophy Remote's is to ensure fair, unbiased compensation and fair equity pay along with competitive benefits in all locations in which we operate. We do not agree to or encourage cheap-labor practices and therefore we ensure to pay above in-

location rates. We hope to inspire other companies to support global talent-hiring and bring local wealth to developing countries. At first glance our salary bands seem quite wide - here is some context. At Remote we have international operations and a globally distributed workforce. We use geo ranges to consider geographic pay differentials as part of our global compensation strategy to remain competitive in various markets while we hiring globally.

The base salary range for this full-time position is \$59,050 USD - \$66,400 USD. Our salary ranges are determined by role, level and location, and our job titles may span more than one career level. The actual base pay for the successful candidate in this role is dependent upon many factors such as location, transferable or job-related skills, work experience, relevant training, business needs, and market demands. The base salary range may be subject to change.

Application process Roughly 2 hours across 5 weeks

Interview with recruiter

Interview with future manager

Interview with Senior Director, Payroll

Benefits

Our full benefits & perks are explained in our handbook at [. As a global company, each country works differently, but some benefits/perks are for all Remoters:](#)

work from anywhere

unlimited personal time off (minimum 4 weeks)

quarterly company-wide day off for self care

flexible working hours (we are)

16 weeks paid parental leave

mental health support services

stock options

learning budget

home office budget & IT equipment

budget for local in-person social events or co-working spaces

How you'll plan your day (and life)

We work async at Remote which means you can plan your schedule around your life (and not around meetings). Read more at .

You will be empowered to take ownership and be proactive. When in doubt you will default to action instead of waiting. Your **life-work balance** is important and you will be encouraged to put yourself and your family first, and fit work around your needs.

If that sounds like something you want,

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