

TALENTHEADS

blusky

TAX MANAGER

Candidate pack | July 2025

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A letter from our Co-founder and CEO

Seventeen years ago, Dave Gibson and I took a leap of faith. We set out to build something different - an accounting firm that wasn't limited by traditional ideas of what accountants should be, but shaped by what accountants can be.

Since then, Blu Sky has grown and evolved in ways we never could have imagined. We've built an incredible team, worked with businesses across the UK and beyond, and constantly pushed the boundaries of what's possible for our clients.

But one thing has stayed the same: we believe that our success should never come at the expense of people or the planet. That's why, in 2024, we made a firm commitment to becoming a B Corp. One year on from certification, I couldn't be prouder. Over the past twelve months, we've strengthened our team, elevated our client services and embodied our values every single day.

That's not to say it's been easy. The UK's economic uncertainty has made business decisions more complex, with inflationary pressures and high interest rates impacting investments and operational costs. At the same time, climate change is a constant challenge - we've seen record breaking temperatures and rainfall in the same year, a harsh reminder that businesses need to work together to drive meaningful change.

Our B Corp certification isn't just a badge of honour. It's a promise. We're committed to making a tangible, positive impact on the world around us.

Jon Dudgeon
Co-Founder and CEO

About Blu Sky



Blu Sky is a high growth cloud accountancy firm and strategic business partner, championing ambitious businesses across the UK and beyond.

At Blu Sky, we do things differently. We help businesses grow sustainably and strategically. We specialise in supporting ambitious scaling businesses, providing expert guidance that ensures financial clarity and long term success. Our approach is built on trust, transparency, and genuine commitment to our clients' ambitions.

Finance is at the heart of any growth journey, not an afterthought. We pride ourselves on the fact we become an extension of our clients' team, providing full access to our finance experts and offering proactive, hands on support at every stage of their journey.

We don't just do accounting - we become an integral part of our clients' growth journey.

We take time to understand their goals and align with their values, helping them sleep at night whilst driving sustainable business growth.

We believe financial strategy should be clear, proactive and tailored to our clients' business goals.

Our approach is built on four key principles:

- 1- Clear Communication**
- 2- Partnership & Accountability**
- 3- Sustainability & Purpose**
- 4- Efficiency & Time Saving**



Blu Sky Values



Do great things

Be able to demonstrate a growth mindset.



Be a pro

Do the right things, have a moral compass.



Have fun

Care about and enjoy what you do.



Job & Person Specification



Salary: Up to £55,000 (depending on experience)

Location: North Shields, Tyne & Wear

Reports to: Head of Tax

Hours/ working pattern: Full time, permanent. Hybrid working with occasional travel to client locations.

The Role

Reporting to the Head of Tax, you will be a central figure in delivering high quality tax services to our clients. Your day-to-day work will span personal tax, R&D, and corporate tax, while occasionally supporting S/EIS, EMI schemes, company valuations, and bespoke tax advisory projects. You will manage client expectations and help maintain high standards in compliance and strategic tax planning.

Purpose

The Tax Manager plays a pivotal role in delivering accurate and compliant R&D reports and tax claims, ensuring timely submission within client deadlines. You'll also set up and advise on EMI and other option schemes, supporting client growth by driving tax efficiency and aiding talent retention. Your expertise will help clients make informed financial decisions through bespoke tax advisory projects and planning strategies.

Requirements

Experience:

- Personal tax compliance and advisory
- Corporate tax compliance and advisory

- Experience with creative tax reliefs (e.g. R&D)
- Competence in Microsoft Office (especially Excel)
- Managing and developing client relationships
- Portfolio ownership and service delivery
- Financial advisory and strategic insight
- Bookkeeping and management accounts preparation
- Preparation of statutory accounts and corporation tax
- Reviewing and quality-checking work
- Strong proficiency with Microsoft Office

Qualifications:

- ACA or CTA qualified (or equivalent)

Desirable:

- Strong interpersonal skills and confidence in dealing with clients
- Experience with EMI schemes, SEIS/EIS
- Comfort with networking and managing key business relationships
- Familiarity with cloud accounting software (e.g. Xero)
- Interest in AI or willingness to learn

Job & Person Specification Continued

Personal Attributes

- Precise: Detail-oriented and methodical in approach
- Analytical: Able to assess and interpret complex financial data
- Numerical: Enjoys working with figures and calculations
- Organised: Capable of managing multiple tasks and deadlines
- Critical thinker: Evaluates potential risks and strategies
- Business-minded: Strong commercial awareness
- Initiative-driven: Proactive and self-motivated
- Administrative: Enjoys structuring and documenting work
- Calm under pressure: Maintains performance under tight deadlines

Key Performance Indicators (KPI's)

- On-time tax return delivery
- Quality and turnaround time of R&D claims and other deliverables
- Client satisfaction and compliance adherence

Career Progression

Progression is based on performance and alignment with company values. As we continue to grow our client portfolio and advisory services, there will be opportunities to progress over the medium to long term. For the right individual, there may also be the potential to explore equity participation as part of their future with the business.

Benefits

At Blu Sky, we believe work should work for you. That means trusting our people, supporting your wellbeing, and rewarding your impact – with flexibility, fairness, and a healthy dose of fun. Here's what you can expect as part of the Blu Sky team. Find out more about our benefits on the next page



Benefits



Time off that works for you: We

know balance looks different for everyone – and we've built our leave package with that in mind;

- o25 days annual leave (plus bank holidays)

- o1 day off for your birthday – go celebrate!

- o1 wellbeing day – take time for you, or maybe to welcome a new furry friend

- o1 volunteering day – support a cause you care about, on us

Family-friendly support: Whether you're growing your family or navigating change, we've got your back;

- oMaternity leave – 3 months full pay, followed by 3 months at 50% pay (for those returning to work)

- oPaternity leave – 2 weeks full pay, plus an optional 2 weeks at 50% pay

- oNeed flexibility around family life? Just talk to us – we'll listen

Health & peace of mind

- oPrivate medical insurance – available firmwide

- oDeath in service cover – additional security for your loved ones

Smart benefits: Make the most of our salary sacrifice options;

- oElectric car scheme – lease a vehicle while saving on tax

- oMore options in the pipeline – we're always exploring ways to add value

Recognition & reward

- oFirmwide bonus scheme – discretionary, based on overall performance

- oQuarterly strategy days – in-person sessions to reflect, connect and shape our future

Flexibility that's built on trust: We focus on outcomes, not where or when you work;

- oRemote working – work from anywhere, so long as it works for clients and your team

- oFlexible hours – talk to your manager, agree a plan, and go for it

- oOnboarding package – everything you need to hit the ground running



TALENTHEADS

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