

PwC Tax Academy Namibia

*A career in tax – a good
choice*

*If you're thinking about
what is the right career for
you - we would like to suggest
an option you may not have
thought about which can open
up a world of possibilities.*



PwC Tax Academy

- 3 year internship contract with longer term opportunities based on performance
- Structured programme of principles, practice and application of tax and consulting skills
- Leading to a PwC Tax Academy certificate
- A learning experience with a practical edge
- A real job with real pay
- Exposure to world class clients and tax experts
- Full Coaching support

We want to play our part in developing tomorrow's tax experts. The key to success is to ensure quality through a solid foundation in tax principles, practice and application.

Earn while you learn

The benefit of participating in the PwC Tax Academy programme, rather than an academically-based postgraduate course on its own, is that you get the latter plus a real job with real pay.

On-the-job coaching and career counselling

During the Tax Academy, and beyond it, you'll have access to an assigned coach to deal with day-to-day performance and study issues and longer term issues like career planning.

Developing your “personal brand”

The PwC Academy will support you in identifying and promoting your personal strengths through specific learning interventions that encourage self-reflection, and regular feedback and coaching from others.

PwC Tax Services

Direct Tax Services

Consulting

- Technical opinions on taxes in Namibia
- Tax considerations for setting up business in Namibia
- Optimal tax planning
- Business restructuring
- Reducing tax risk surrounding compliance
- Transfer Pricing policy documentation
- Transfer Pricing compliance reviews
- Assistance with Audit of Tax Risks

Compliance

- Calculation and submission of provisional tax returns
- Completion & submission of returns of income
- Record keeping and comparison of assessments by Receiver of Revenue
- Notification of discrepancies regarding assessments of income tax returns
- Application for extension for the submission of income tax returns
- Payroll outsourcing
- PAYE Compliance and reviews

Tax Function Effectiveness Reviews

- Tax compliance and other technology
- Tax strategy
- Tax policies
- Risk assessment
- Measurement of tax risk
- Internal controls remediation
- Process documentation and operation manuals

Indirect Tax

Consulting

- Technical opinions on VAT in Namibia
- Assistance with Audit of Tax Risks
- VAT refund audits
- Rulings application
- Provision of monthly Asycuda import reports
- Customs clearance
- Calculation of apportionment ratio

Compliance

- Application for extension for the payment of VAT due
- Application for waiving of penalties

- VAT Balance investigation
- VAT registration and deregistration

VAT reviews

- Health check
- High level review
- 3 year input recovery review
- Audit of VAT

Training

- Public practical workshops
- Industry specific workshops
- In-house practical VAT training

Human Resource Services

Our comprehensive range of services include:

Employee's Tax Services

- Tax consulting and opinions on employee's tax matters
- Cost to Company conversions
- Remuneration package structure
- Payroll and PAYE reviews and health checks
- Assistance with employee's tax queries from the Directorate of Inland Revenue, including waiving of penalties and interest on PAYE account

International Assignee Services

- Entry and exit meetings with inbound and outbound expatriates
- Tax registration and de-registration
- Tax compliance services
- Tax equalisation calculations
- Remuneration structuring
- Development of expatriate policies
- Expatriate compliance health checks
- Expatriate payroll calculations
- Expatriate tracking and management (Global Office)
- Immigration services to expatriates and relatives

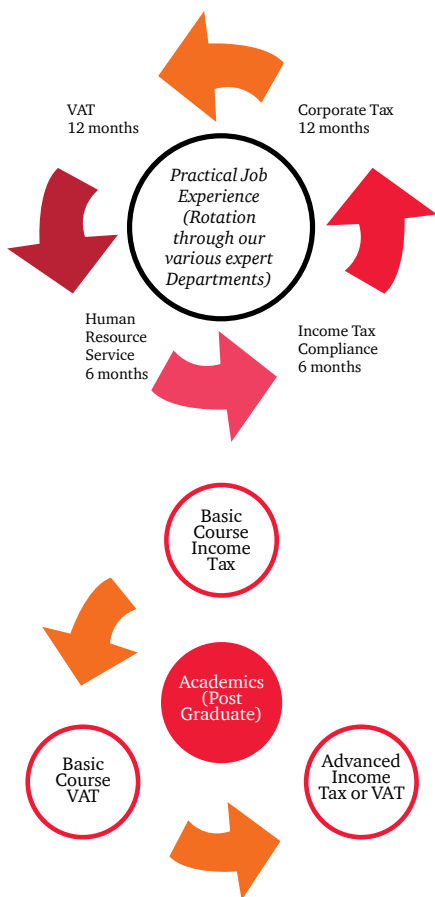
Reward structures

- Remuneration and benefit benchmarking
- Remuneration structuring and implementation
- Share Incentive Scheme implementation and/or compliance assistance

Requirements

- *B.Com / B. Acc / B. Com LLB / LLB*
- *Keen interest in Taxation*
- *Commitment to your continued development*
- *Flexibility to do and learn new things*
- *Eager to learn*
- *Commitment to study while working*
- *Enthusiasm in seeking, giving and receiving feedback*
- *Knowledge sharing*
- *Initiative to seek opportunities*
- *Commitment to PwC's goals*

Tax Academy Programme



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