Senior

PDM LLP | Torrance, CA | Onsite | Full-Time

Department:	Client Service Tax
Reports To:	Manager / Senior Manager / Director / Partner
Location:	Torrance, CA — Onsite. Hybrid flexibility may be considered on a case-by-case basis once familiarity with staff and client base is established.
Compensation:	Annual salary of $86,000 to $88,000, based on qualifications and experience.
Benefits:	Medical, dental, vision, and life insurance; vacation, sick leave, and paid holidays; profit sharing. Benefits subject to confirmation with HR.

About PDM

PDM LLP is a Torrance-based CPA firm of approximately 40 professionals serving small and mid-size businesses, their owners, and the families behind them. Our client relationships are built on more than compliance. We take a holistic approach to understanding each client's full financial picture, providing advisory services that go well beyond the return. Many of our client relationships span generations, with businesses and families who trust PDM as a long-term partner through transitions, growth, and every stage in between. Our focus is on being genuinely useful to clients year-round, not just at tax time.

The Opportunity

PDM is looking for a Senior who is ready to own their files, develop the staff around them, and grow into a future Manager. This is not a heads-down preparation role. At the Senior level, you are PDM's lead producer on complex engagements, the first line of review for Tax Staff work, and a meaningful presence in our client relationships. You will work on the kind of work that actually requires judgment, not just execution.

If you have been in public accounting for two or more years and feel like you are ready for more ownership, more complexity, and a firm that will invest in developing you toward Manager, we want to meet you.

What You Will Do

Complex Tax Preparation and Review

- Prepare and review complex individual returns (Form 1040 including investment activity, rental properties, business interests, and multi-state filings).
- Prepare and review business returns (Forms 1120-S, 1065, 1120) including M-1 reconciliations and entity-level workpapers.
- Review Tax Staff preparation work for accuracy, completeness, and adherence to firm standards.
- Perform detailed review of outsourced and AI-assisted prepared returns; identify and resolve discrepancies before Manager escalation.
- Identify technical issues, research positions using Blue J, and present findings clearly to the reviewing Manager or Partner.

Develop Tax Staff

- Provide clear, direct, and timely feedback to Tax Staff on their preparation work.
- Train Tax Staff on firm procedures, software, and preparation standards through hands-on guidance.
- Identify knowledge gaps in Tax Staff and surface development needs to the Manager.

Communicate With Clients

- Communicate with clients on document requests, open items, and routine technical questions.
- Develop an understanding of each client's business, ownership structure, and tax profile.
- Identify opportunities for additional services and bring them to the Manager's attention.
- Escalate complex or sensitive client matters to the Manager or Partner.

Own Your Workflow

- Manage multiple simultaneous engagements through XCM with accurate status and deadline tracking.
- Prepare and review work in CCH Axcess Tax, CCH Engagement, and Excel.
- Communicate proactively with Managers on engagement status, timing risks, and open issues.
- Participate in tax department meetings prepared and with something to contribute. Department meetings are a team resource, not a spectator event.
- Participate in tax department meetings prepared and with something to contribute. Department meetings are a team resource, not a spectator event.

What We're Looking For

- Technical depth in individual and business tax, with the ability to handle complex returns independently.
- A genuine eagerness to keep growing, demonstrated through feedback sought, expertise developed, and real investment in understanding client situations beyond the task at hand.
- Ability to give direct, constructive feedback to Tax Staff without requiring Manager involvement for routine corrections.
- Ownership mindset: you take responsibility for the full quality of your files from setup to delivery.
- Professional communication with clients and colleagues at all levels.
- Minimum 3 years of public accounting experience with a focus on tax.
- Bachelor's degree in Accounting or a related field satisfying California CPA or EA licensing requirements.

License and Certification

CPA Candidate with at least 2 parts passed, CPA licensed, or EA licensed. You should be actively pursuing or have completed CPA or EA licensure at this level. CPA is preferred and PDM supports your path to it. EA is fully valued, particularly given the importance of IRS representation and client advocacy in this role. Either credential is required for advancement to Manager.

The Career Path

Senior is the second level of PDM's tax career ladder. The path from here is:

Tax Staff → Senior → Manager → Senior Manager → Director → Partner

The step from Senior to Manager is the most significant on the ladder: from executing engagements to owning client relationships and department outcomes. PDM actively prepares Seniors for that transition through increasing responsibility, direct client exposure, and mentorship from Manager and Senior Manager-level team members.

Why PDM

- A modern, automation-forward practice where Seniors spend their time on work that requires real judgment, not data entry.
- Generational client relationships with real complexity: business owners, family transitions, multi-entity structures.
- Structured development toward Manager with clear benchmarks, formal reviews twice a year, and ongoing engagement-level feedback.

- A firm that promotes from within and is actively building its next generation of Managers and Senior Managers.
- A firm where every client has a history and every interaction matters — you will be expected to understand the relationship, not just service the file.
- Direct access to Partners, Senior Managers, and Directors. Our open-door policy is real.

How to Apply

Send your resume and a brief note on why PDM is the right next step to:

careers@pdmcpas.com

We review all applications and will respond to qualified candidates within 5 business days. No phone calls please.

PDM LLP is an equal opportunity employer. We do not discriminate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, veteran status, or any other characteristic protected by applicable law.