Senior Manager

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

Department: Client Service Tax

Reports To: 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 $155,000 to $185,000 based on qualifications and experience

Benefits: Medical, dental, vision, and life insurance; vacation, sick leave, and paid holidays; profit-sharing’ 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 Manager who is ready to lead at the practice level, not just the engagement level. This role carries accountability in two directions simultaneously: owning a portfolio of client relationships and owning a meaningful share of how the tax department runs. You will set quality standards, develop Managers, drive the firm's training and workflow initiatives, build your book of business, and contribute directly to PDM's strategic direction.

The Senior Manager who thrives here is proactive at a department level. They see a pattern in how returns are being reviewed and address it. They notice a manager struggling and step in before it becomes a problem. They identify what the department needs before anyone asks and drive it to completion. They do not wait for direction because at this level, they are part of the leadership of this firm. They also understand that PDM's client relationships — many spanning decades and generations — are among the firm's most valuable assets, and that building their own deep relationships alongside Partners is how the firm sustains and grows.

PDM also recognizes that Senior Managers contribute in different ways. Whether your path points toward Partner or toward building deep technical expertise that makes PDM exceptional in a specialty area, both tracks are valued and supported here.

What You Will Own

A Client Portfolio

- Own and manage an assigned portfolio of clients as the primary relationship holder, with full accountability for service quality, client satisfaction, and retention.
- Originate new client relationships through referrals, networking, and business development activity.
- Deliver advisory services that go well beyond compliance: tax planning, entity structuring, generational transition support, and year-round strategic guidance.
- Identify and act on expanded service opportunities within your existing client base without waiting to be prompted.

Department Quality and Operations

- Take explicit ownership of department-level quality standards: define what reviewer-ready means, enforce it consistently, and address deviations directly.
- Oversee and continuously improve the tax department's workflow, review processes, and use of technology across all levels of staff.
- Lead or directly oversee the firm's training programs, in-house CPE, and technical development initiatives for the tax team.
- Identify systemic issues in preparation quality, client service, or staff performance and drive solutions to completion.
- Participate in hiring decisions for tax department roles.

Manager Development and Accountability

- Hold Managers accountable to the standard of proactive client ownership, engagement quality, and team development PDM requires at that level.
- Provide direct, honest, and development-oriented feedback to Managers through formal reviews and ongoing coaching.
- Engage directly with Seniors and Tax Staff on development, quality, and professional standards across the full team.
- Identify Managers developing toward Senior Manager readiness and create deliberate opportunities to accelerate their growth.
- Address performance issues directly and early, not after they have affected client relationships or team culture.

Technical Leadership

- Serve as the firm's senior technical resource on complex tax matters including multi-entity structures, generational transitions, and specialized compliance areas.
- Stay current on federal and California tax law and translate developments into actionable guidance for the team and clients.
- Lead technical training sessions, tax department meetings, and firm-wide knowledge sharing. Set the standard for what prepared, engaged participation looks like — department meetings at PDM are collaborative, not ceremonial.
- Develop or deepen specialty expertise in one or more areas of taxation, positioning PDM as a recognized resource in that area.

Business Development and External Presence

- Maintain an active external presence through industry groups, professional organizations, speaking opportunities, or published content.
- Build and cultivate a referral network that generates consistent new business for the firm.
- Collaborate with Partners and Directors on proposals and pursuit strategies for significant relationships.
- Contribute to the firm's advisory positioning by demonstrating subject matter expertise externally as well as internally.

What We're Looking For

- Proactive department-level ownership: you identify quality, culture, and workflow issues before they surface and drive them to resolution without being asked.
- Proven track record of owning and growing a client portfolio and delivering advisory value beyond compliance.
- Demonstrated ability to develop Managers and hold them accountable to a high standard.
- Active external presence and demonstrated ability to generate new business.
- Expert-level knowledge across individual and business taxation with the ability to handle the firm's most complex technical matters.
- Genuine ambition, whether toward Partner or a recognized technical leadership track, demonstrated through consistent investment in growth.

- Minimum 10 years of public accounting experience with a focus on tax, including at least 3 years at Manager level or equivalent.
- Bachelor's degree in Accounting or a related field. Advanced degree (MST or MBA with tax focus) preferred but not required.
- CPA or EA licensure required. No exceptions.

The Career Path

Senior Manager is the highest client-facing role below Director and Partner. The full path is:

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

From Senior Manager, PDM recognizes two advancement tracks, both valued equally:

Partner Track. Senior Managers who demonstrate consistent portfolio growth, strong department leadership, meaningful business development, and the judgment to operate at an equity level are considered for Partner.

Technical Leadership Track. Senior Managers with exceptional depth in a specialty area who contribute to the firm's reputation and capacity through that expertise may advance to a Director role focused on technical excellence. This track is for individuals whose greatest contribution is their knowledge and their role as PDM's recognized authority in their area.

PDM will work with each Senior Manager to identify the path that best fits their strengths, goals, and the needs of the firm.

Why PDM

- A client base with the complexity that Senior Managers want: SME (small to mid-sized enterprise) owners, family-held businesses across generations, multi-entity structures, and real advisory relationships.
- A firm at an inflection point: investing in talent, building infrastructure, and creating the conditions for people who perform to grow into Partners or recognized technical leaders.
- Genuine involvement in firm-level strategic decisions. At this level you are part of the leadership conversation, not just the delivery conversation.
- Generational client relationships where your role is to build your own trusted presence alongside the Partner's — creating continuity that protects and grows the firm's most valuable asset.
- A modern, automation-forward practice where your time goes to the highest-value work.
- Direct access to Partners and Directors and real visibility into the firm's direction.

How to Apply

Send your resume and a brief note on why PDM is the right fit 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.