



JOB DESCRIPTION

Position Title:	VP, Tax	Position Type:	Exempt
Department/Group:	Accounting	Location:	Dallas
Reports To:	VP, CAO	Direct Reports:	2

Company Description

Kosmos Energy is a leading deepwater exploration and production company focused on meeting the world’s growing demand for energy. We have diversified production, a world-class gas development, and value creation opportunities from exploration in the proven basins where we operate.

Our key assets include production offshore Ghana, Equatorial Guinea and U.S. Gulf of Mexico, as well as a world-class gas development offshore Mauritania and Senegal. We also maintain a sustainable proven basin exploration program in Equatorial Guinea, Ghana and U.S. Gulf of Mexico. Kosmos is listed on the New York Stock Exchange and London Stock Exchange and is traded under the ticker symbol KOS.

As an ethical and transparent company, Kosmos is committed to doing things the right way. The company’s Business Principles articulate our commitment to transparency, ethics, human rights, safety, and the environment. Read more about this commitment in our Sustainability Report. For additional information, visit www.kosmosenergy.com.

Basic Function

The Vice President, Tax will lead our tax function in all areas, including foreign/domestic tax planning and research, compliance with foreign/domestic tax laws and regulations (including U.S. tax consequences related to foreign operations) and compliance with ASC 740.

The Vice President, Tax will work closely with our business units, corporate planning and business development, including tax planning around potential mergers and acquisitions. This individual will be required to develop an intimate knowledge of the operations of the company and serve as a team player.

Essential Responsibilities and Job Duties

- Assists with foreign/domestic tax planning, research, structuring, and compliance for both U.S. and international tax laws and regulations; including managing external advisors in multiple jurisdictions
- Provide tax planning and research on the company’s strategic transactions, lead in tax research projects, manage special projects
- Lead the company’s tax modeling process for the corporate planning function
- Review of monthly, quarterly, and annual income tax provisions, including deferred tax analysis
- Responsible for Sarbanes-Oxley compliance through documentation of controls
- Coordination of tax audits and administration; providing support to the IRS or foreign tax authorities, as necessary
- Oversee compliance with foreign withholding and VAT tax liabilities
- Identify and consult with human resources on tax issues and consequences for expatriate employees
- Conduct special projects as necessary
- Ensure compliance with foreign/domestic income tax returns



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- Provide insight on transfer pricing issues
- Proactively identify potential weaknesses in tax strategies, controls, reporting and other aspects of the business and recommend solutions
- Comply with all company policies, procedures, ethics standards and regulatory requirements
- Partner with senior management in making company decisions with tax implications
- Managing relationships with outside advisors and internal shared services – finance, legal and accounting, etc.
- Handle other projects, duties and responsibilities as assigned.

Qualifications and Education Requirements

- 15 years of experience, international and oil and gas industry experience preferred
- Bachelors Degree in Accounting required
- CPA Certification required
- Strong technical skills in tax planning, tax compliance and ASC 740, particularly in the oil and gas industry
- Experience in both public and private company environment
- Proven track record of creating and managing the tax functions
- Familiarity with the consolidation and financial reporting process
- Ability to analyze and apply tax accounting literature and guidance to complex accounting transactions
- A good understanding of US GAAP and/or IFRS accounting standards
- Hands-on familiarity with internal controls and SOX compliance
- Knowledge of tax accounting principles and experience dealing with and reporting book/tax differences
- Experience with OneSource Tax Provision and OneSource Income Tax preferred
- Advanced knowledge of tax accounting principles and experience dealing with and reporting book/tax differences
- Proficient user of Excel, including programming skills, macros and pivot tables highly preferred
- Experience in managing small teams in a matrix organization required
- Original, creative thinker with the ability to formulate and express a contrarian viewpoint
- Able to work in a fast-paced environment

Attributes

- Someone who readily generates ideas; shows creativity and ingenuity and provides solutions to solve problems.
- Proven ability to develop realistic, yet ambitious strategic plan to ensure Company will achieve its objectives
- Must have a strong work ethic, and a reputation for the highest degree of integrity and mature business judgment.



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- Proven results-based team player able to engage other division leaders
- Proven track record in the upstream oil and gas business to lead highly effective teams
- Comfortable in presenting recommendations to senior management and the board in line with corporate strategic objectives.
- A very confident professional who constantly raises the bar and presses the organization toward a higher level of achievement.

Travel Requirements

Position requires approximately 20% travel, domestic and international

Physical Requirements and Working Conditions

Must possess mobility to work in a standard office setting and to use standard office equipment (computer, printer, copier, etc.) stamina to maintain attention to detail despite interruptions, strength to lift and carry files weighing up to 25 pounds; vision to read printed materials and a computer screen, and hearing and speech to communicate in person and over the telephone.

All qualified applicants will receive consideration for employment without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, disability, veteran status, age, marital status, pregnancy, genetic information, or other legally protected status.

Reviewed By:		Date:	
Approved By:		Date:	
Last Updated By:		Date/Time:	