



Pan American Silver was created with the intention to provide investors with the best vehicle to gain exposure to higher silver prices. Our vision is to be the world's pre-eminent silver producer, with a reputation for excellence in discovery, engineering, and sustainable development. Pan American Silver has several underground and open pit operations in Canada, Mexico, Guatemala, Peru, Chile, Brazil, Bolivia, and Argentina.

Pan American Silver is committed to advancing diversity and developing inclusive leadership teams that are representative of the communities we serve. The Company provides equal opportunities to all persons regardless of age, color, national origin, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression or any other characteristic protected by federal, provincial, or local law.

Senior Manager, International Tax

Pan American Silver Corp. is looking for an experienced tax professional reporting to the VP, Tax and working in collaboration with the Senior Tax Manager in Vancouver. This is a corporate position and the location for this position will be in any of our site operations, Peru, Mexico, Chile, Brazil or Argentina.

The objective of this position is to provide tax oversight and support to our various foreign subsidiaries' tax teams throughout Central and South America, and to develop a stronger link between the site tax teams and the corporate office in Vancouver, specifically with respect to ongoing tax planning, tax controversy, and tax compliance and provision activities.

The Company has expanded its international footprint with operations now in six countries in Central and South America. This has added to the complexity of its tax issues, necessitating the addition of this position to help address these issues with a proactive approach to mitigate the tax risks and to identify tax savings opportunities for the Company.

Major Responsibilities and Essential Duties

The successful candidate should be comfortable working in a dynamic work environment and should be a self-starter. Initially, the position will have the following responsibilities and duties:

- Provide support to the corporate tax team on the foreign tax implications of various business development initiatives, including acquisitions, divestitures, and reorganizations.
- Identification of opportunities to optimize the Company's foreign tax risk.
- Directly working with our site tax teams to understand changes in local tax legislation and assessing practices for the local tax authorities to model out potential tax risks to the Company.
- Support the monthly, quarterly, and annual financial reporting process for tax provisions by reviewing site tax provision calculations and identifying potential tax risks and uncertain tax positions.
- Working with the Senior Tax Manager in Vancouver and the local site tax teams, the successful candidate will work to ensure that the Company's foreign subsidiaries are compliant in its transfer pricing reporting.
- Taking a lead role in helping site tax teams address tax controversy issues, including, but not limited to, tax authorities audit requests and proposed reassessments.
- Continuous communication and co-ordination of foreign tax opportunities and risks with the VP, Tax and Senior Tax Manager in Vancouver.



- Provide recommendations to optimize the Company's overall tax burden.
- Assist as needed with other tax projects.

Given that this is a new role, the responsibilities of the position may be adjusted, as needed, over time to address the evolving tax issues being faced by our foreign subsidiaries.

Job Specific and Skills Required

- At least eight years of relevant corporate tax experience in one of the following jurisdictions – Mexico, Brazil, Peru, Chile, Bolivia, or Argentina and a willingness to gain a working knowledge of the technical tax issues in the other noted jurisdictions.
- Experience working in a multi-national mining company is preferable.
- A professional accounting or legal degree, with specialization or concentration in corporate tax.
- Ability to speak, read, and write in Spanish and English required. The ability to communicate in Portuguese would be an asset.
- Strong tax accounting skills working with multi-national company tax provisions and knowledge of International Financial Reporting Standards (IFRS) would be considered an asset.
- Possess excellent communication and organizational skills.
- Experience with a Big 4 accounting firm will be considered an asset.
- Demonstrated leadership and mentorship skills to support team development.
- Strong analytical, problem-solving, and critical thinking skills.
- High level of attention to detail and accuracy, with the ability to deliver quality results.
- Demonstrated ability to work independently as well as collaboratively in a team-oriented environment.
- International travel will be required.

Interested candidates please apply in confidence to hr@panamericansilver.com.

We thank all applicants for showing an interest. Only candidates under consideration will be contacted.