







LANGAN

Director of Tax

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About Us

Langan provides an integrated mix of engineering and environmental consulting services in support of land development projects, corporate real estate portfolios, and the oil and gas industry. Clients include developers, property owners, public agencies, corporations, institutions, and energy companies around the world.

Technical Excellence

Langan's engineers, scientists, landscape architects, planners, surveyors, and technical specialists are recognized as the best in their respective disciplines. Using sound principles and proven concepts, these professionals are skilled problem solvers who deliver high levels of quality on each and every project.

Practical Experience

With over 50 years in business, Langan brings a wealth of experience and collective knowledge to every project, ensuring the best outcomes. Their experience in designing practical solutions that meet and exceed business objectives leads clients and partners to trust Langan … no matter the location, no matter the challenge.



Client Responsiveness

Technical excellence and practical experience are expected from consulting firms, but client focus, and responsiveness vary across the market. Responsiveness is in the DNA at Langan. In fact, the majority of their clients are longstanding, repeat customers, which differentiates Langan from the competition.

Private Equity Investment

Langan is a dynamic, profitable engineering consulting firm, ranking in the top 5% in its industry. Known for their

commitment to quality, safety, and client service, Langan has become the trusted partner for some of the most complex and high-profile engineering projects worldwide. With 1,700 employees and $500 million in revenue, the company has earned a stellar reputation for excellence and customer service. As a 100% privately owned firm, Langan recently secured investments from private equity sponsors TowerBrook and Blackstone. They are now focused on an ambitious five-year growth plan to double their size through strategic acquisitions.

History

When Bernard F. Langan founded Langan in 1970 in Clifton, New Jersey, he realized that he needed other outstanding geotechnical and site/civil engineers to build his firm and recruited three gifted individuals: George E. Derrick, Dennis J. Leary, and George P. Kelley. The four were knowledgeable, disciplined, and ambitious, and the firm soon won professional recognition for their fledgling firm. Working hard, cultivating close relationships with clients, keeping pace with industry developments, and grabbing every opportunity to find fresh, new solutions to old problems, they nurtured a culture at Langan that met and exceeded client expectations.

In 1985, they added a fifth peer, Donald J. Murphy, a geoenvironmental engineer who established environmental services at the firm. Integrating environmental services helped Langan drive record growth in clients, revenues, and personnel for the next two decades. What clients appreciated most was Langan's ability to take responsibility for virtually every key issue involved in real estate development from the ground down.

As many clients observed, Langan had become a uniquely capable "one-stop shop" that developers, corporations, architects, construction managers, and other engineers could trust with their most critical projects.

50 YEARS, TWO CEOS: BERNIE & DAVE



BERNARD F. LANGAN
1970 - 2004



DAVID T. GOCKEL
2004 - CURRENT



Merger's & Acquisitions

Langan's growth over the past 50+ years has been driven by the people and the performance-focused culture. That culture, paired with the commitment to exceptional client service, continues to fuel their success.

At the same time, Langan has added several exceptional firms, expanded key practice areas, and added top-tier talent to their team.

The ability to successfully integrate people to thrive at Langan and enhance their business has become one of our greatest strengths.

Treadwell&Rollo
A LANGAN COMPANY

Adams

NAVIX
SITE | CIVIL

JPH LaNd
Surveying, Inc.

RSC

ATR
ENGINEERING

Mission

Our mission is to contribute to the success of our clients by providing an unmatched combination of our people's technical excellence, practical experience, and responsiveness.

Vision

Our vision is to be recognized by our clients, employees, and competition as being "the best" engineering and environmental consulting firm. To be "the best" we will hire only people who can demonstrate the potential to grow; constantly seek to transfer our values and technical knowledge internally; relentlessly pursue improvement in the quality of our work; and know our clients and their needs better than any other firm in our field.

Core Values



Excellence

Commit to delivering exceptional quality in every aspect of our work



Knowledge

Embrace learning to benefit ourselves and our clients



Opportunity

Cultivate an environment of opportunity in which career growth, entrepreneurial spirit and teamwork flourish



Commitment

Assist in our clients' success by providing exceptional service and a personal relationship



Citizenship

Contribute our time, skills, and knowledge to foster positive change in the communities where we live and work

Langan Citizenship

Langan and its employees are committed to being global citizens through volunteerism, conservation, and philanthropy. We believe in being active stewards of the world we live in—it is one of our Core Values:

Citizenship – Contribute our time, skills, and knowledge to foster change in the communities where we live and work.

This commitment to corporate social responsibility takes many forms, and our employees are empowered to find ways that reflect how they can impact their communities.

Supporting Our People And Their Communities

Langan partners with more than 130 non-profit and charitable organizations to support initiatives focused on community development, medical research, economic opportunity, humanitarian aid, education, and advancement of their profession.

At Langan, they are proud of the philanthropic contributions made to these groups, and humbled by the individual community service efforts of their employees. Some of the organization's partners include Engineers Without Borders, Habitat for Humanity, ACE Mentoring Program, American Red Cross, and American Cancer Society.

Langan also takes great pride in helping to provide future engineers, scientists, and technical specialists with access to educational resources by supporting STEM programs at colleges and universities throughout the country, including Rutgers University, Virginia Tech, University of California, Berkeley, Stevens Institute of Technology, University of Illinois, Purdue University, New York University, and others.

Protecting the Planet

All Langan services tend toward sustainable design, and they practice what they preach. The Langan Corporate Sustainability Plan is an actionable framework that lays out a strategy to further expand sustainable practices and services; formalizes employee-led "green" grassroots efforts; and minimizes the environmental footprint where they operate.

In 2018, Langan reached a milestone in their sustainability efforts and now operate as a carbon neutral business. In 2019, Langan won the Acterra Award for Sustainability.













Opportunity

Provide day-to-day support to the CFO for all tax-related compliance, reporting, and planning activities, with primary emphasis on tax compliance execution and coordination with external advisors. Responsible for managing tax risks, ensuring compliance with federal, state, local, and international tax laws, and providing practical tax guidance within a growing private-company environment.

This role serves as Langan's internal tax leader, partnering closely with external tax advisors, finance leadership, and internal stakeholders to ensure tax matters are handled accurately, collaboratively, and with sound business judgment. The position is focused on tax compliance and tax-related matters and will coordinate with, but not assume ownership of, broader firm-wide compliance activities managed by other internal leaders.

Principal Responsibilities:

- Drive corporate tax reporting and filing, working closely with external tax advisors to ensure timely and accurate compliance with all applicable tax laws and regulations.
- Manage annual federal and state income tax return preparation, including partnership filings, K-1s, and related supporting schedules, in coordination with external tax providers.
- Manage and facilitate IRS and state tax audits, including preparation of responses, schedules, and supporting documentation, while coordinating internal stakeholders and external advisors.
- Oversee state and local excise, franchise, and business tax filings, ensuring all submissions are aligned with internal reporting calendars and supporting documentation requirements.
- Lead annual R&D tax credit identification, documentation, and coordination with external advisors.
- Conduct tax research and analysis to remain current on changes in federal, state, local, and international tax laws, translating developments into practical recommendations for the business.

- Support tax planning initiatives across domestic and international jurisdictions, identifying issues early and partnering with leadership and advisors on practical solutions.
- Provide internal tax advisory support on business operations, helping leadership assess tax implications in a constructive and commercially practical manner.
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- Assess historical and current tax matters pragmatically, partnering with leadership to determine appropriate remediation strategies, disclosures, reserves, or corrective actions.
- Coordinate tax deliverables within broader accounting, audit, and reporting calendars to ensure alignment across finance teams and external advisors.

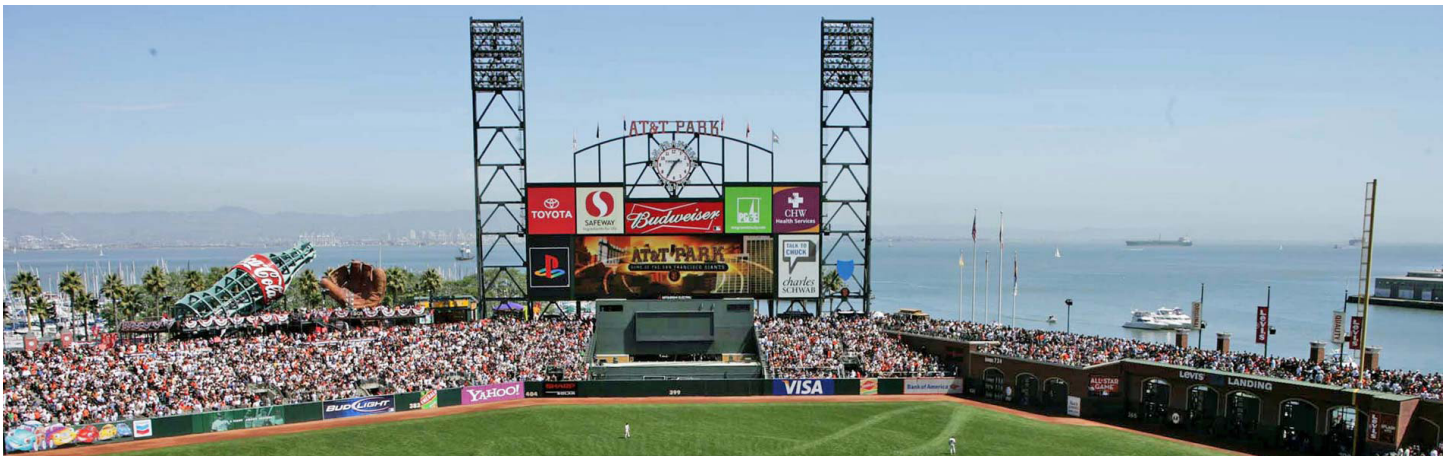


- Monitor legislative and regulatory tax law developments, communicate the effects of these developments to management and the tax team and create strategies to capitalize on changes to taxation legislation.
- Responsible for supervising accounting staff, which includes coaching, training and performance management; including conducting performance review meetings, providing performance feedback and recommendations for improvement and mentoring for professional growth.
- Perform other duties as requested.

Job Requirements:

Education and Accreditation:

- Bachelor's degree in Accounting, Finance or related field; Master's degree in Taxation preferred.



Experience and Skills:

- Minimum of 10 years of progressive tax experience, including meaningful in-house leadership within a private company, partnership, or complex operating business environment. International tax exposure preferred.
- Solid understanding and experience with federal and international tax compliance, tax planning, tax analysis, and tax research.
- Demonstrated private company and partnership tax experience, including practical handling of evolving processes during growth.
- Demonstrated ability to communicate tax issues calmly, exercise sound judgment, and work constructively across teams in a fast-growing business environment.
- Strong interpersonal skills with the ability to collaborate effectively across accounting, finance, and external advisor relationships.
- Certified Public Accountant (CPA) designation required.
- Strong attention to detail and accuracy.
- Superior interpersonal skills.
- Strong verbal and written communication skills.
- Strong analytical, problem solving, planning and organizational skills.
- Sound judgment capability and ability to maintain confidentiality.
- Ability to work independently and as part of a team.
- Proficient in Microsoft Word, Excel, PowerPoint and Outlook; Tax Software.
- Knowledge of SAP software, preferred.











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