

Come to Amsterdam  
and Discover the World...  
...at IBFD

[www.ibfd.org](http://www.ibfd.org)



IBFD, Your Portal to Cross-Border Tax Expertise

# IBFD Uncovered

Corporate brochures usually reserve this space for facts about a company's heritage, and great achievements... IBFD was formed in 1938 as a research institute, is the world's leading provider of cross-border tax information, is the leading European supplier of international tax training courses, and houses the world's largest library on international taxation.

The things that most people want to know are usually more difficult to find:

- The average employee age at IBFD is around 35, making it a young and exciting place to work with like-minded people.

- The company employs staff of more than 30 nationalities who like to work hard and play hard!
- IBFD has the friendly atmosphere of a small company, but with the benefits of a large one.
- The company is situated in modern comfortable offices.
- Many social activities and events are organized throughout the year.
- It's definitely first-name terms at IBFD, all the way up to the Executive Committee.
- The office closes at 19:30 but the last shuttle bus to the station is at 18:00!
- You'll be expected to educate your colleagues about the country you come from, especially the cuisine!

## Benefits Package

IBFD's greatest assets are its people, its attitude and its working environment. But that doesn't mean to say that we don't take the welfare of our employees seriously. Far from it: we offer all the "perks" you would expect, and more. We haven't got space to list all of the schemes in place, but here's a selection to give you an idea. Please note: currently IBFD is modernizing its Employee Benefits Plan. More information will follow soon.

### Company pension

IBFD makes a substantial contribution, depending on your age, of 6% – 31.4 % of your pensionable salary into your personal pension fund (minus the state pension AOW).

### Health insurance

IBFD has a special arrangement with a leading health insurance provider which offers a significant price reduction (of approximately 12%) on the normal individual premiums for you and your family. We also take care of the administration.

### Holiday pay

Together with the salary payment for the month of May, the employee receives a holiday allowance equivalent to 8% of one year's gross salary.

### Massage and physiotherapy

Free relaxation massage is available in-house for all employees once every 3 weeks. Medical physiotherapy is also available.

### Tax-free salary saving scheme and life saving plan

IBFD participates in two schemes offered by the Dutch government, that allow employees to save a certain amount tax-free each year. The Life Saving Plan gives you the opportunity to finance future leave, such as maternity leave, sabbatical, or early retirement.

### 30% Tax ruling

For many of our employees recruited abroad, IBFD is able to satisfy the conditions that allow for the individual to receive 30% of their salary tax free!

### Performance management

Your performance is key. You and your manager together are responsible for your personal and professional development in accordance with IBFD strategy and objectives.

### Training programmes

The International Tax Academy is Europe's leading provider of training in the field of international taxation. IBFD's employees are able to take advantage of these courses, free of charge. Furthermore, many corporate and individual courses are offered to improve your skills and competencies, such as negotiation & communication skills, time & stress management, project management, effective networking and more.

### Commuting allowance

Costs for travel by public transport are 100% reimbursed. If you travel by your own transport, IBFD offers a reimbursement for part or all of the costs of travel, based upon the distance travelled to work each day.

### Housing

IBFD offers its foreign employees shared housing for up to a maximum of 3 months as a service at a special rate.

### HR Mission

IBFD employees are challenged, supported and stimulated to excel, in an open, tolerant culture with room for individuality

### IBFD's Core Values are:

Team Spirit, Customer Orientation, Passion for Knowledge, Inspiring

# Meet Your Colleagues

With 145 staff members from over 30 countries, IBFD is a true melting pot of societies



## Ridha Hamzaoui

Working at IBFD is a fantastic and challenging experience for tax practitioners aiming to increase their exposure to international tax law and enhance their knowledge about different domestic tax systems. It is undoubtedly the international tax hub contributing to the development of research and knowledge in international taxation.



It also offers the unique chance to study in depth cross-border tax issues and to work on various tax-related activities with a bright team of tax and non-tax experts of different ages, nationalities and professional backgrounds. Lecturing at the International Tax Academy, assisting with a government project or client request, IBFD offers a wide range of activities and possibilities that enhance your skills and make you discover new ones.

Being at IBFD, one also enjoys a European capital and the “Venice of the North”. Famous for its indulgent and generous atmosphere, Amsterdam is also the home of Van Gogh, Rembrandt, typical renaissance architecture, and, of course, the famous canals. Furthermore, the Netherlands rich cultural heritage offers museums, cultural events and a fascinating night life.

In my view IBFD is an exceptional institution, enabling one to explore new tax fields, release your potential and upgrade your tax capacities whilst enjoying an inspiring working environment and the incredible melting pot of more than 40 nationalities. It is an ongoing success tax story – so join the team and become part of it.

## Belema Obuoforibo

I joined IBFD because I wanted to increase my exposure to international tax. Thus far, it has been an exhilarating experience. On arriving, I was much taken by the clear dedication to research and to the pursuit of knowledge. It is the ideal home for a tax professional seeking to learn more.



Daily I am inspired to expand my horizon. No sooner have I learned something new than the chance arises to put it into practice.

IBFD has also given me the space to indulge my passion for teaching. Earlier this year, I was given the opportunity to teach in Africa. At the end of the course, the participants expressed their gratitude to us and to IBFD for the small role we had played in rebuilding their nation. Moments like these do not arise often in the world of taxation, and I was grateful to have played a part. And I love Amsterdam – the creative energy of the place is evident everywhere. I am doing a job that inspires me, and living in a city like no other. Indeed I could not have asked for more.

## Giammarco Cottani

Working at IBFD has been the best choice I could ever have made in developing a true international career. After having worked for 2 years in a law firm in Italy, I felt I needed to immerse myself in a true international environment where you are constantly challenged by new ideas, and interact with pleasant and skilled colleagues from all over the world whilst always keeping a balanced approach to work.



IBFD gave me the chance to visit and work in places all around the world, ranging from teaching in Guatemala and Rwanda to organizing an in-house course for a “Big 4” company in Trinidad and Tobago. In a nutshell, IBFD is the most interesting “melting pot” you can find in the wonderful city of Amsterdam that will help you leap in the world of international tax law.

In 2009 Giammarco was engaged as a Transfer Pricing Advisor at the OECD in Paris. He is currently travelling the world training government employees but he continues to maintain his strong ties with the IBFD and teaches regularly at the IBFD’s International Tax Academy.

# Amsterdam – Let the world come to you



Some appreciate Amsterdam for its central position and readily available cheap flights to most European destinations, some for its architecture, decadence, or glamorous nightlife and others for its liberal attitude. We can't choose for you, so here are some facts to help you decide if it's got something for you:

- 173 nationalities have chosen Amsterdam as their home.
- Nearly everyone, young and old, speaks fluent English (and is happy to speak it) at a high level.
- The city has 2,255 bars, cafes and restaurants.
- The city is clean and extremely safe.
- There are 165 canals in Amsterdam, which provide a beautiful and relaxing setting in the summer-time. Many staff have magnificent views from their apartments.
- The city retains most of its magnificent 17th-century architecture from the days when Amsterdam was the greatest trading city in the world. It's quite normal to rent an apartment in such a building!
- Its compact size, its flat landscape, and miles of separate bike paths make it safe and convenient for the 400,000 people who bike around the city each day – keeping Amsterdam pollution free. In fact, half of our staff come to work by bike each day.
- The Dutch are keen on cultural exhibitions, concerts, shows and museums which means there's something for everyone to enjoy. Many are in English.
- Dutch television and movies are always in the original language with Dutch subtitles. A large percentage is imported from the United Kingdom or United States; thus, language is never a problem.

## Contacting IBFD

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