

HOZEFA RASHID

CA | CPA

Senior Global Tax & Finance Leader | Real Estate | Energy | Big 4 | Consulting

EXECUTIVE PROFILE

Senior international tax executive with 21+ years of leadership experience across the Middle East, Europe, the UK and the US. Recognised for designing and executing group-wide tax strategy, establishing governance frameworks, and optimising global tax positions for listed multinational corporations.

Deep expertise across Corporate Tax, VAT / Indirect Taxes, Transfer Pricing, Zakat, Withholding Tax, international structuring, and high-impact dispute resolution. Proven track record advising CEOs, CFOs, Boards and Audit Committees of listed multinational groups — most recently at a London-listed international real estate developer with operations spanning Europe, the Middle East and beyond.

CORE COMPETENCIES

Global Tax Strategy	Group-wide tax strategy, governance frameworks, policy and risk management across multi-jurisdictional operations	Corporate Tax	Advisory, compliance, structuring and implementation across UAE, KSA, Oman, Qatar, Kuwait, Maldives and international markets
VAT / GST	Registrations, compliance, audits, refunds and transactional tax optimisation	Transfer Pricing	TP policy design, benchmarking, documentation, intragroup financing and value chain alignment
Cross-Border Structuring	Holding, financing and operational structuring leveraging tax treaties and substance requirements	Tax Controversy	Managing audits, assessments, authority queries, objections and dispute resolution
Tax Accounting	IFRS / GAAP current and deferred tax, ETR management, uncertain tax positions and provisioning	M&A & IPO Tax	Transaction structuring, due diligence, pre- and post-IPO tax planning
ERP Tax Design	Design and implementation of tax processes within ERP systems, controls and reporting frameworks	Stakeholder Leadership	Leading regional tax functions, advising CEOs, CFOs, Boards and Audit Committees; managing external advisors

PROFESSIONAL EXPERIENCE

Group Tax Director

Oct 2022 – May 2026

Dar Global — London-Listed International Real Estate Group, Dubai

- Served as principal tax advisor to the Board, Audit Committee, CEO and CFO of a UK-listed multinational operating across the UK, Spain, UAE, KSA, Qatar, Oman and other international jurisdictions.
- Designed and implemented tax governance frameworks aligned with UK plc expectations, encompassing policies, controls, documentation standards and investor reporting.
- Led the implementation of new tax regimes, including UAE Corporate Tax, ensuring full alignment with IFRS reporting and disclosures.

- Established OECD-aligned transfer pricing and intercompany frameworks with clear governance over financing and operating structures.
- Managed IFRS tax provisioning, effective tax rate (ETR) management and coordination with external advisors and Big 4 auditors.
- Directed tax compliances and audits, disputes and refund programmes across multiple jurisdictions including the UK and Europe.
- Supported capital allocation decisions, cross-border investment structuring and market expansion strategy from a tax and commercial perspective.

Tax Manager

Dec 2021 – Oct 2022

CTG Global Managed Services, Dubai

- Managed global direct and indirect tax compliance across 20+ jurisdictions in support of publicly funded international organisations.
- Led tax investigations and dispute management within highly regulated and reputationally sensitive environments.
- Strengthened tax processes, controls and reporting to support audit readiness and governance expectations.

Group Tax Director

Jan 2018 – Jul 2021

DAMAC Properties Group, Dubai

- Led group-wide tax strategy, compliance and controversy management for a prominent multinational real estate group.
- Oversaw VAT, withholding tax, Zakat and corporate tax obligations at scale across multiple jurisdictions.
- Advised senior management on acquisitions, project structuring and funding models from both a tax and governance perspective.
- Managed complex VAT audit and refund processes, engaging proactively and constructively with tax authorities.

International Tax Manager

Jul 2012 – Jan 2018

Petrofac Group, UAE

- Provided tax leadership for global EPC operations across the UK-listed group's Middle East and Asia activities.
- Led tax audits, permanent establishment risk assessments and transfer pricing compliance in high-value project environments.
- Embedded tax governance into bid, contract and operating models, reducing exposure and improving tax efficiency across major EPC contracts.

EARLIER CAREER

A strong foundation built across leading professional services and corporate environments:

- **Tax Manager, PwC — Kuwait** (2008–2009 & 2011–2012)
- **Tax Consultant, US CPA Firm — New York** (2010)
- **Senior Tax Associate, KPMG — Kuwait** (2007–2008)
- **Tax Accountant, Siemens AG — Kuwait** (2004–2007)

EDUCATION & PROFESSIONAL CREDENTIALS

Chartered Accountant (CA)

Institute of Chartered Accountants of India (ICAI)

Certified Public Accountant (CPA)

Colorado Board of Accountancy, USA

Master of Commerce (M.Com)

University of Pune, India

SECTORS & GEOGRAPHIC REACH

Sectors

- Real Estate & Property Development
- Oil & Gas / Energy (EPC)
- International NGOs & Managed Services
- Professional Services — Big 4

Key Jurisdictions

- UAE • KSA • Qatar • Oman • Kuwait
 - United Kingdom • Spain • Europe
 - USA • India
 - Maldives • Asia-Pacific project exposure
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