



DIRECTOR OF AUDIT SERVICES

HdL Companies

Annual Salary:

\$161,393–\$220,000, DOQ

plus a discretionary bonus plan and participation in HdL's Employee Stock Ownership Plan

Brea, California

hybrid schedule, with a preference for a locally based candidate

Are you a technically credible tax and revenue audit leader who knows how to run a practice as a business? Do you want to lead the team that helps local governments recover the revenue they are owed?

If so, HdL Companies invites you to apply to become its next Director of Audit Services.

Reporting to the Chief Operating Officer, the Director leads HdL's Audit Services organization of approximately 18 professionals, with accountability for technical quality, revenue recovery, client service, and profit-and-loss performance.

We're seeking a technically grounded business leader who is:

- An expert in tax and revenue audit and recovery, with the credibility to set standards for a professional team
- Fluent in the economics of a professional-services operation, including revenue, margins, utilization, and growth
- A trusted partner to municipal finance and executive leaders

Enhanced Revenues, Empowered Leaders, Effective Governance: if that mission resonates with you, read on to learn more about this opportunity!

WORK LOCATION AND REGIONAL CONTEXT

The Director of Audit Services position is based in Brea, California in Orange County. This is a hybrid position based in HdL's Brea office, and HdL prefers a candidate who is or will become locally based. Regular in-person presence is important to leading the Audit Services team, collaborating across the organization, and participating fully in HdL's employee-owner culture.

Orange County provides a practical California operating base with access to clients and markets throughout the state. The area is well connected for business travel. The ideal candidate will have a natural eye for how things can work better — identifying opportunities to improve processes, strengthen operational effectiveness, and build greater consistency across HR. This person will enjoy being part of a rebuilding effort and helping shape stronger, more efficient HR systems and practices for the future.

For candidates considering relocation, the region offers the amenities of a major population center, higher education, established neighborhoods, dining and recreation, and access to significant outdoor destinations. For this role, the location is more than a mailing address: it is the operating base from which the Director will lead the team, build internal relationships, and help shape the next stage of Audit Services.



ABOUT HDL COMPANIES

For more than four decades, HdL Companies has helped local governments maximize the revenue that funds their communities. The firm was founded in 1983 by Robert Hinderliter, a former city manager and finance director who developed California's first comprehensive sales tax management program. Lloyd de Llamas joined as partner in 1987, giving the company its name. In 2007, the founders sold the company to an Employee Stock Ownership Plan trust, and HdL has been employee-owned ever since.

HdL serves more than 900 local-government agencies" or, even better, use their exact framing: "more than 900 cities, counties, special districts, , and other public agencies and maintains a 99.6% client-retention rate. Its services span sales, use, and transactions tax; property tax; business license and tax administration; lodging and utility users taxes; cannabis compliance; rental registration; economic development; public safety background investigations; and revenue-management software. Strategic acquisitions have extended HdL's reach from California into Texas, Alabama, Colorado, Georgia, Kentucky, South Carolina, and West Virginia.

Audit and revenue recovery sit at the heart of HdL's value proposition. HdL's audits identify reporting and allocation errors and have recovered billions of dollars for local-government clients, combining specialized professional expertise with proprietary data, software, and revenue analysis. Many team members are former local-government professionals, and the company's culture is anchored in six core values: Deliver Excellence in Everything; Do the Right Thing; Foster Relationships; Give Generously; Enjoy the Journey; and Be Authentic, Grateful, and Humble.



GOVERNANCE & ORGANIZATION

HdL is a private, employee-owned company governed by a Board of Directors chaired by Rod Gould. The executive team includes: Andy Nickerson – Chief Executive Officer; Richard Park – President and Chief Financial Officer; Brian Norusis – COO Designate; Robert Gray – Chief Product Officer.

Audit Services reports through the Chief Operating Officer. The Director works closely with"

- Executive and Senior Leadership
- Client Services
- Finance
- Sales and Business Development
- Technology and Software Development



ABOUT THE JOB

Reporting to the Chief Operating Officer, the Director of Audit Services provides strategic, operational, and financial leadership for HdL's Audit Services function. This is more than a senior technical audit role: the Director runs a revenue-generating professional-services operation and is accountable for its technical quality, productivity, client outcomes, and profit-and-loss performance.

The Director leads a team of approximately 18 managers, supervisors, analysts, and professional staff; ensures accurate audit findings and business-friendly taxpayer outreach; and drives the research, methodology, and technology that keep HdL's audit programs at the forefront of the industry. The Director also serves as a senior point of contact for clients on significant audit matters and participates in proposals, presentations, and business development. Travel is anticipated at less than 10%.

The successful candidate will provide executive leadership for:

- Financial and P&L management, including budgeting, forecasting, margins, and performance metrics
- Audit strategy, innovation, and program development
- Quality control and revenue recovery
- Client relationships and business development
- Staff leadership, talent development, and succession planning
- Strategic planning and executive reporting
- Cross-functional initiatives across HdL

DEPARTMENT STRUCTURE

Audit Services delivers audit, discovery, and revenue-recovery work for HdL's local-government clients and is accountable for measurable financial performance.

ORGANIZATIONAL QUICK FACTS

- **Audit Services Staff:** Approximately 18
- **Reports To:** Chief Operating Officer
- **Financial Accountability:** Revenue, expenses, margins/ utilization, and profit-and-loss results
- **Company Clients:** More than 800 local-government agencies
- **Work Location:** Brea, California with a hybrid work schedule.

KEY INITIATIVES

HdL has identified the following priorities for the Director's first six months and beyond:

Organizational Assessment

Assess the Audit organization's leadership, staffing, and capabilities, and evaluate existing audit programs, methodologies, and workflows to determine what must change to support future growth and performance.

Quality Control & Revenue Recovery

Strengthen quality-control systems and consistency across audit and recovery work, and identify opportunities to improve revenue recovery while protecting audit integrity and client relationships.

Performance Management

Establish or refine key performance indicators covering productivity, revenue recovery, quality, turnaround time, client results, margins, and utilization, creating a metrics-driven management framework for the department.

Business Economics & Relationships

Develop a thorough understanding of the department's profit-and-loss statement, including revenue, expenses, margins, and utilization, while building strong relationships with key clients and internal business partners.

12-18 Month Strategic Plan

Develop and execute a plan that integrates growth, people, technology, process improvement, quality, and financial performance.

Job Description



IDEAL CANDIDATE

HdL is seeking a technically credible audit and revenue leader who can run Audit Services as a disciplined private-sector business operation. The ideal candidate brings direct, substantive expertise in tax and revenue audits and recovery, with command of audit and recovery methodologies, quality control, and revenue identification, and the credibility to lead professional and technical staff, assess capability, set standards, and improve consistency.

Just as important, this leader understands the business. The successful candidate connects audit productivity and quality to financial results, client outcomes, margins, utilization, and growth, and builds metrics and management systems rather than relying on anecdotal performance judgments. Meaningful profit-and-loss accountability is expected, along with sound judgment in balancing revenue recovery, accuracy, taxpayer and client relationships, and business performance.

Because HdL's clients are cities, counties, and public agencies, the ideal candidate has strong credibility with municipal finance and executive stakeholders. Experience serving local governments, whether as a public employee or as a consultant or practice leader, is highly valued, and a crossover background with strong technical depth would be particularly attractive. Senior managers, practice leaders, managing directors, and principals with comparable scope are encouraged to apply.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Business Administration, Finance, Accounting, Public Administration, or a related field
- Minimum of five years of progressively responsible experience in local tax, fee discovery, audit, revenue recovery, or a related field
- Direct, substantive expertise in tax/revenue audit and recovery work or a closely related discipline
- Demonstrated experience leading and developing professional teams
- Experience with P&L management, budgeting, forecasting, financial analysis, and operational performance management
- Experience developing and implementing audit, revenue-recovery, or operational improvement programs
- Experience interacting with senior executives, clients, and other key stakeholders

Preferred:

- HdL or closely related industry experience
- Experience serving local governments in municipal revenue; sales, use, and transactions tax; tax administration; compliance; or revenue recovery
- Local-government employment experience; strong experience serving municipal clients is equally valued
- Experience using technology, data, workflow tools, or analytics to improve audit and recovery productivity and quality
- Experience improving or scaling a professional-services or audit operation while maintaining quality and client trust

SALARY & BENEFITS

HdL Companies offers a competitive compensation package that includes performance-based incentives and a share in the company's success through employee ownership. Actual compensation will depend on experience, qualifications, and internal equity.

Compensation

- **Salary:** \$161,393–\$220,000, DOQ
- **Bonus:** Discretionary bonus plan

Health & Wellness

- **Medical, Dental & Vision:** Medical, dental, and vision coverage
- **Life & Disability:** Life and disability insurance coverage
- **Employee Assistance:** Employee assistance resources
- **Wellness:** Expanding wellness offerings, with a broader physical, mental, and financial wellness initiative planned for 2027

Retirement

- **Employee Ownership:** Participation in HdL's employer-funded Employee Stock Ownership Plan (ESOP), a key component of the company's retirement program
- **401(k) Plan:** Automatic enrollment at a 3% contribution, which employees may adjust

Paid Leave

- **Vacation:** 15 vacation days annually
- **Holidays:** Nine paid company holidays

Other Benefits

- **Hybrid Schedule:** Hybrid work schedule based in Brea, California
- **Professional Development:** Commitment to professional and leadership development, including access to HdL's My Learning platform and internal development programs

As an employee-owner, the Director of Audit Services will share in the success that the Audit Services team helps create for HdL and the communities it serves.



HOW TO APPLY

Apply Here



For more information on this position, contact:

Clay Pearson, Senior Vice President, Executive Recruitment

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HdL Companies is an Equal Opportunity Employer.