

Senior Equity Programs Lead

Description

StackAdapt is a self-serve advertising platform that specializes in multi-channel solutions including native, display, video, connected TV, audio, in-game, and digital out-of-home ads. We empower hundreds of digitally-focused companies to deliver outcomes and exceptional campaign performance every day. StackAdapt was founded with a vision to be more than an advertising platform, itâs a hub of innovation, imagination, and creativity. The Financial Reporting team at StackAdapt is responsible for overseeing technical accounting, management, and external reporting, and partnering with People and Culture (âP&Câ) and Legal departments to manage the companyâs equity plan. The team plays a pivotal role in the organization by gathering valuable business and industry insights as well as ensuring US GAAP and Internal Control over Financial Reporting compliance. Reporting to the Director of Financial Reporting, the Equity Program Manager will work closely with Legal, Payroll, Tax, P&C, and Talent teams to administer the companyâs global equity plan for all participants. The ideal candidate is attentive to details with a minimum of five years of working experience in equity administration and a passion for process improvement and innovation. StackAdapt is a remote-first company, we are open to candidates located anywhere in Canada for this position.

What you will be doing:

- Manage and maintain the company's share capitalization table, ensuring the accuracy and completeness of all equity data.
- Be the main point of contact for equity at StackAdapt, and own all equity transactions including but not limited to equity award issuance, participant termination, and exercise requests.
- Conducting reviews on change requests processed in StackAdaptâs equity management database and maintaining accurate equity plan and cap table data.
- Document and periodically update company policies on equity administration procedures.
- Assist in the preparation and distribution of equity-related communications to employees, including grant agreements, tax forms, and other documentation.
- Support employeeâs education and awareness of equity awards to ensure participants have a positive experience. This may include hosting training sessions, recording webcast materials, and having one on one Q&A sessions.
- Lead the design and modification of equity plans to align with the Companyâs strategic objectives, compensation philosophy, and competitive practices.
- Work with FP&A and P&C teams to develop forecast models on future equity awards.
- Manage accurate and timely reporting for internal and external purposes, including financial reporting, tax compliance, and audits.
- Collaborate with cross-functional teams, including Finance, Legal, and P&C, to support equity-related initiatives and ensure compliance with regulatory requirements.
- Assist with Global Mobility processing and compliance for equity transactions.
- Stay informed about developments in equity administration best practices and regulatory requirements, and recommend process improvements as necessary.
- Assist with special projects and initiatives related to equity compensation, as assigned.

What you will bring to the table:

- Minimum of five years of stock administration experience including working at a public company with complex global equity programs.
- CEP designation, or in the process of obtaining a CEP designation.
- Bachelorâs degree in Finance, or Accounting or related field.
- Proficiency in equity administration software (e.g., Global Shares, Solium Shareworks, Carta) and Microsoft Excel.
- Thorough understanding of equity administration function and regulatory compliance requirements.
- Excellent attention to detail and accuracy, with the ability to manage complex data and perform reconciliations.
- Strong analytical and problem-solving skills, with the ability to interpret and apply complex equity-related regulations and guidelines.
- Excellent communication and interpersonal skills, with the ability to collaborate effectively with cross-functional teams and communicate complex concepts to stakeholders at all levels.

Hiring organization

StackAdapt

Job Location

Canada

Base Salary

\$ 77500 - \$ 117500

Date posted

June 12, 2024

[Apply Now](#)

levels. Ability to prioritize tasks and manage multiple projects simultaneously in a fast-paced environment. StackAdapters Enjoy: Highly competitive salary, RRSP matching, 3 weeks vacation + 3 personal care days + 1 Culture & Belief day + birthdays off. Access to a comprehensive mental health care platform. Full benefits from day one of employment. Work-from-home reimbursements. Optional global WeWork membership for those who want a change from their home office. Robust training and onboarding program. Coverage and support of personal development initiatives (conferences, courses, etc). Access to StackAdapt programmatic courses and certifications to support continuous learning. An awesome parental leave policy. Please mention the word ****SPRIGHTLY**** and tag `RMTguMjM3LjlwNC4xMTE=` when applying to show you read the job post completely (`#RMTguMjM3LjlwNC4xMTE=`). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

Contacts

Job listing via [RemoteOK.com](https://www.RemoteOK.com)