A member’s view: Chloe Radcliffe-Scott

Briefings



23 September 2025

This month’s ATT member spotlight is on Chloe Radcliffe-Scott, Employment Tax Manager at Balfour Beatty, and Chair of the ATT and CIOT Leeds Branch.

How did you find out about tax?

I started to study Economics at university, mainly because it was the common choice after Sixth Form, though it never truly felt right for me. I enjoyed macroeconomics, especially tax, and considered a career in tax policy with the Institute for Fiscal Studies. I was unhappy at university, so I explored apprenticeships and left university to work in-house in tax for a FTSE 250 company, which ended up shaping my entire career.

Why is the ATT qualification important?

ATT delivers a solid foundation in tax principles and has been demonstrably effective in all my in-house roles – I often think about the pro formas I learnt when asked to calculate a liability or write a journal on short notice! Advisory is important, but it's only possible if you first understand the compliance elements. I personally feel ATT is the optimal route to gain this understanding.

Why did you pursue a career in tax?

I have always been a hard-worker and aspirational, so I was seeking a solid alternative before dropping out of university. When I was reviewing apprenticeships, I looked for roles where I could use a variety of my skillset. I considered both HR and public affairs, but these didn't suit me as much as tax did. I have always enjoyed asking 'why' questions (much to my parents' annoyance!) and you must be comfortable doing this to be successful in tax.

How would you describe yourself in three words?

Tenacious, thoughtful, equitable.

Who has influenced you in your career so far?

I have been fortunate to have a couple of very supportive line managers who have given me the practical feedback to evolve into a strong tax professional, whilst ensuring I keep true to my personality. I strongly believe in breaking down the traditional barriers to a professional career and creating a welcoming, inclusive workplace – no matter what walk of life you are from. I have taken my positive and negative experiences as learning points to support my mentees on the ATT Mentor Match programme.

What advice would you give to someone thinking of doing the ATT qualification?

Be prepared – this qualification reaps the rewards of effective, focused study and opens many doors, not just to be a tax adviser. Don't just see it as a stepping stone to a Level 7 qualification.

What are your predictions for the future of tax?

The technology revolution is already here. Our jobs will transform to become tech roles as tax specialists, rather than purist tax advisers. It’s unlikely robots will replace us, but someone who knows how to operate a tax process using technology will.

What advice would you give to your future self?

Don’t shrink to fit in. Continue to lift as you climb.

Tell me something about yourself that others may not know.

I love heavy metal music (I’m a big Bring Me the Horizon fan) and I play the drums in my spare time.