

## Senior Staff talent standard

### Global Tax & Legal

#### Business Process Solutions

#### Leadership Capabilities

Capability	Description
<b>Living Our Purpose</b>	Identifies and embraces our purpose and values and puts these into practice in their professional life
<b>Talent Development</b>	Develops self by actively seeking opportunities for growth, shares knowledge and experiences with others, and acts as a strong brand ambassador
<b>Performance Drive</b>	Seeks opportunities to challenge self; teams with others across businesses and borders to deliver and takes accountability for own and team results
<b>Influence</b>	Builds relationships and communicates effectively in order to positively influence peers and other stakeholders
<b>Strategic Direction</b>	Understands objectives for clients and Deloitte, aligns own work to objectives and sets personal priorities

#### Core Professional and Technical Capabilities

Capability	Description
<b>Laws and Rules</b>	Provides initial recommendations based on current legislation across the Global Tax and Legal function to engagement leadership
<b>Delivery Excellence</b>	Demonstrates advanced knowledge of the key capabilities required to deliver a high quality service experience to the client
<b>Analytical Thinking and Problem Solving</b>	Selects appropriate methods for collecting and analyzing data and develops informed recommendations
<b>Technology Tools and Solutions</b>	Articulates how technology enables the business and communicates this effectively to clients while ensuring appropriate technologies and methodologies are used on projects

#### Service Line Technical Capabilities

Capability	Description
<b>Finance &amp; Accounting</b>	Develops and enhances impact of finance and accounting solutions by applying best practice, conducting research, executing analyses using simple RPA tools and developing reports
<b>Payroll</b>	Drives seamless execution and implementation of payroll solutions targeted at key client's needs and enhanced by leading practices
<b>Technology</b>	Drives implementation of technology solutions that align with business objectives