

## Junior Staff talent standard

### Global Tax & Legal

#### Business Tax

#### Leadership Capabilities

Capability	Description
<b>Living Our Purpose</b>	Builds own understanding of our purpose and values; explores opportunities for impact
<b>Talent Development</b>	Demonstrates strong commitment to personal learning and development; acts as a brand ambassador to help attract top talent
<b>Performance Drive</b>	Understands expectations and demonstrates personal accountability for keeping performance on track
<b>Influence</b>	Actively focuses on developing effective communication and relationship-building skills
<b>Strategic Direction</b>	Understands how their daily work contributes to the priorities of the team and the business

#### Core Professional and Technical Capabilities

Capability	Description
<b>Tax Laws and Rules</b>	Develops knowledge of current tax legislation across the Global Tax and Legal function
<b>Delivery Excellence</b>	Recognizes the key capabilities required to deliver a high quality service experience to the client
<b>Analytical Thinking and Problem Solving</b>	Collects, assimilates, and analyzes data and uses standard processes and tools to help surface and support solutions in the Tax and Legal business
<b>Technology Tools and Solutions</b>	Applies technology knowledge to address client business challenges

#### Service Line Technical Capabilities

Capability	Description
<b>Compliance and Reporting</b>	Conducts research on tax regimes in local and other tax jurisdictions in which clients operate
<b>Tax Advisory and Consulting</b>	Researches and prepares draft client reports under the guidance of senior staff and project management
<b>Tax Accounting</b>	Prepares tax provisions using technical skills to accurately complete calculations and follow Firm policies and procedures
<b>Tax Controversy Management</b>	Researches tax authority audit/appeals process and prepares draft reports to be presented before the tax authorities in tax audits/administrative appeals