

Manager talent standard

Global Tax & Legal

Business Tax

Leadership Capabilities

| Capability | Description |
|----------------------------|--|
| Living Our Purpose | Acts as a role model, embracing and living our purpose and values, and recognizing others for the impact they make |
| Talent Development | Develops high-performing people and teams through challenging and meaningful opportunities |
| Performance Drive | Delivers exceptional client service; maximizes results and drives high performance from people while fostering collaboration across businesses and borders |
| Influence | Influences clients, teams, and individuals positively, leading by example and establishing confident relationships with increasingly senior people |
| Strategic Direction | Understands key objectives for clients and Deloitte, aligns people to objectives and sets priorities and direction |

Core Professional and Technical Capabilities

| Capability | Description |
|--|--|
| Tax Laws and Rules | Applies knowledge of current and proposed/pending tax legislation, their implications, and understands interaction across the Global Tax and Legal function, specifically with their area of expertise |
| Delivery Excellence | Demonstrates subject matter specialty and ability to share knowledge in one or more service lines within the Global Tax and Legal function |
| Analytical Thinking and Problem Solving | Enables fact-based decision making by using appropriate research techniques and analytical skills |
| Technology Tools and Solutions | Improves work efficiency, effectiveness, and client service by using common technology tools |

Service Line Technical Capabilities

| Capability | Description |
|------------------------------------|--|
| Compliance and Reporting | Helps clients mitigate risk, meet compliance obligations and statutory deadlines, and realize business goals |
| Tax Advisory and Consulting | Advises on a wide range of business tax matters from compliance to planning. Understands and explains the implications of expansion, acquisition, divestment, and reorganization in local and international contexts |
| Tax Accounting | Reviews income tax provisions in accordance with the applicable tax accounting standards, and confirms all related/supporting tax provision calculations and analyses |
| Tax Controversy Management | Assists clients in the resolution of tax disputes |