

Senior Staff talent standard

Global Tax & Legal

Business Tax

Leadership Capabilities

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

Core Professional and Technical Capabilities

Capability	Description
Tax Laws and Rules	Provides initial recommendations based on current tax legislation across the Global Tax and Legal function to engagement leadership
Delivery Excellence	Demonstrates advanced knowledge of the key capabilities required to deliver a high quality service experience to the client
Analytical Thinking and Problem Solving	Selects appropriate methods for collecting and analyzing data and develops informed recommendations
Technology Tools and Solutions	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
Compliance and Reporting	Assists project leadership in helping clients meet compliance obligations and statutory deadlines
Tax Advisory and Consulting	Drafts reports, identifies key issues/risks, and proposes solutions for clients on tax planning and implementation strategies
Tax Accounting	Drafts and prepares client deliverables under direction of project management
Tax Controversy Management	Prepares recommendations of tax administrative and appeals system and processes and drafts advice and solutions for clients