

Junior Staff talent standard

Global Tax & Legal

Deloitte Private

Leadership Capabilities

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

Core Professional and Technical Capabilities

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

Service Line Technical Capabilities

Capability	Description
Acquisition and Application of Deloitte Private Technical Knowledge	Provides advice to clients on the topics of local/country-specific individual and corporate tax laws, regulations, and filing requirements
Compliance	Assists clients with tax filing requirements and tax deadlines in conjunction with corporate and individual compliance processes
Application of Available Technology and Methodology	Promotes efficiency and enhances client service delivery by adapting Deloitte Private tools to fit the client need
Relationship Management	Builds client relationships by conducting research on the client, understanding the clients goals and needs, and communicating regularly with the client
Effective Management of Deloitte Private Engagements	Performs basic tax planning advice to high net worth clients under supervision