

Manager talent standard

Global Tax & Legal

Deloitte Private

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 tax legislation, proposed/pending 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 by sharing knowledge in one or more service lines within the Global Tax and Legal function
Analytical Thinking and Problem Solving	Uses appropriate research techniques and analytical skills to enable fact-based decision making
Technology Tools and Solutions	Uses common technology tools to improve work efficiency, effectiveness, and client service

Service Line Technical Capabilities

Capability	Description
Acquisition and Application of Deloitte Private Technical Knowledge	Advises privately-held enterprises and high net worth individuals on domestic and international tax systems to effectively mitigate risks and maximize financial return
Compliance	Completes processes and identifies sustainable planning opportunities to help clients mitigate risk, meet compliance obligations and statutory deadlines, and realize business goals
Application of Available Technology and Methodology	Demonstrates knowledge and appropriate application of Technologies and Methodologies (with a specific use for Deloitte Private)
Relationship Management	Ability to connect with clients and potential clients, developing a trusted advisor relationship. Maintains a level of communication with clients and potential clients that allows the manager to identify potential sources of tax problems before they come to a head
Effective Management of Deloitte Private Engagements	Offers tax planning advice to wealthy clients concerning protecting and growing their present assets, retirement planning, and legal/estate planning