

Senior Staff talent standard

Global Tax & Legal

Deloitte Private

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 of current tax legislation across the Global Tax and Legal function
Delivery Excellence	Understands 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 that shape or support the client's business strategy
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
Acquisition and Application of Deloitte Private Technical Knowledge	Leverages knowledge of domestic and international individual and corporate tax systems relevant to taxation of privately held enterprises and high net worth individuals
Compliance	Prepares simple and complex tax returns and forms
Application of Available Technology and Methodology	Prepares client recommendations related to Deloitte Private practice Technologies and Methodologies to achieve efficiencies in products and services
Relationship Management	Builds, maintains, and guides others in developing client relationships through careful preparation and regular communication with current clients
Effective Management of Deloitte Private Engagements	Performs and provides guidance on basic tax planning advice under supervision to high net worth clients