

Manager talent standard  
Global Tax & Legal  
Global Employer Services

**Leadership Capabilities**

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

**Core Professional and Technical Capabilities**

Capability	Description
<b>Tax Laws and Rules</b>	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
<b>Delivery Excellence</b>	Demonstrates subject matter specialty and ability to share knowledge in one or more service lines within the Global Tax and Legal function
<b>Analytical Thinking and Problem Solving</b>	Uses appropriate research techniques and analytical skills to enable fact-based decision making
<b>Technology Tools and Solutions</b>	Uses common technology tools to improve work efficiency, effectiveness, and client service

**Service Line Technical Capabilities**

Capability	Description
<b>Global Mobility</b>	Examines global mobility programs to assess whether they achieve individual tax and social security compliance and payroll reporting requirements, minimize potential for tax authority reviews, and manage both the individual and corporate tax and compliance risks inherent in global deployment
<b>Rewards Skills</b>	Demonstrates subject matter specialty and ability to apply knowledge of policies, processes and regulations to client/business issues related to Country-Specific, Cross Border and Global Rewards
<b>Global Employer Services Technology</b>	Designs, develops, and deploys technology tools to internal and external clients