

Senior Staff talent standard  
Global Tax & Legal  
Global Employer Services

**Leadership Capabilities**

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

**Core Professional and Technical Capabilities**

Capability	Description
<b>Tax Laws and Rules</b>	Provides initial recommendations on current tax legislation across the Global Tax and Legal function to leadership
<b>Delivery Excellence</b>	Demonstrates advanced knowledge of the key capabilities required to deliver a high quality service experience to the client
<b>Analytical Thinking and Problem Solving</b>	Selects appropriate methods for collecting and analyzing data, and develops informed recommendations that shape or support the client's business strategy
<b>Technology Tools and Solutions</b>	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
<b>Global Mobility</b>	Builds relationships with client stakeholders to gather and analyze existing global mobility structures against project goals
<b>Reward Skills</b>	Interfaces with clients to determine needs, drafts compensation packages, and helps implement selected plans
<b>Global Employer Services Technology</b>	Assesses current technologies and recommends future uses or integrations to address client's needs