

## Junior Staff talent standard

### Global Tax & Legal

#### Indirect Tax

#### Leadership Capabilities

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

#### Core Professional and Technical Capabilities

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

#### Service Line Technical Capabilities

Capability	Description
<b>Consultancy and Compliance</b>	Prepares basic tax returns and refunds by referencing tax implications, opportunities, and their optimization
<b>Tax Authority Relationship Management</b>	Establishes relationships with tax authorities and learns the local tax organizational structure, responsibilities, rights and obligations of taxpayers, tax authorities, and Deloitte
<b>Tax Transaction Rules</b>	Follows the principles and structure of legislation and related concentration, development in law, published tax authority positions, and court cases
<b>Customs and Trade Rules</b>	Applies customs laws, rulings, and jurisprudence (fiscal and non-fiscal) principles and the interaction of customs and global trade (CGT) laws with non-CGT disciplines to projects
<b>Compliance Planning</b>	Applies laws effectively in compliance matters and identifies further opportunities when undertaking client work
<b>Products to Market</b>	Identifies business needs and opportunities based on a client's business and industry