

Manager talent standard

Global Tax & Legal

Indirect Tax

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	Demonstrates and 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 ability to share 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
Consultancy and Compliance	Helps clients mitigate risk, meet compliance obligations and statutory deadlines, and realize business goals by completing processes and identifying sustainable planning opportunities
Tax Authority Relationship Management	Understands the rights and obligations of taxpayers and tax authorities, current areas of focus of local authorities, and Deloitte's position in response to authorities and client
Tax Transaction Rules	Demonstrates VAT and GST subject matter specialty, understands applicable laws, management, and obligations, and can apply professional and industry guidance to advise clients
Customs and Trade Rules	Demonstrates and applies knowledge of current customs laws, proposed laws, their implications and understands the interaction of customs and global trade laws with non-customs and global trade disciplines
Compliance Planning	Implements processes and identifies sustainable planning opportunities to help clients mitigate risk, meet compliance obligations and statutory deadlines, and realize business goals
Products to Market	Identifies and develops opportunities to grow the business without compromising quality and integrity