

Senior Manager talent standard

Global Tax & Legal

Indirect Tax

Leadership Capabilities

Capability	Description
Living Our Purpose	Acts as a role model and inspires others to embrace and live our purpose and values
Talent Development	Actively contributes to building the talent pipeline; creates a talent experience that attracts, develops and retains top talent and high performing teams
Performance Drive	Creates opportunities to drive impact; anticipates client needs and delivers superior results by leveraging each person's strengths to build high performing teams across businesses and borders
Influence	Builds deep relationships across a diverse network and uses a flexible influencing style to gain buy-in and drive impact
Strategic Direction	Translates broader strategy into a compelling team vision and goals; aligns the team and sets priorities to achieve objectives
Competitive Edge	Applies deep knowledge of disruptive trends and competitor activity to drive continuous improvement
Inspirational Leadership	Establishes a strong leadership brand and inspires followership through passion, integrity, and appreciation of others

Core Professional and Technical Capabilities

Capability	Description
Tax Laws and Rules	Provides subject matter expertise in 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	Acts as advanced Subject Matter Expert (SME) of the key capabilities required to deliver a high quality service experience to the client
Analytical Thinking and Problem Solving	Makes decisions with confidence based on analysis of available information to drive business success
Technology Tools and Solutions	Demonstrates advanced knowledge of service line or market specific technology solutions

Service Line Technical Capabilities

Capability	Description
Consultancy and Compliance	Oversees and advises clients on relevant tax processes and opportunities to help clients mitigate risk, meet compliance obligations and statutory deadlines, and realize business goals
Tax Authority Relationship Management	Serves as subject matter expert on local and international tax authorities related to local tax structure, responsibilities, rights and obligations of taxpayers, tax authorities, and Deloitte
Tax Transaction Rules	Demonstrates VAT/GST and VAT/GST subject matter expertise, and applies professional and industry guidance to advise clients
Customs and Trade Rules	Acts as Subject Matter Expert (SME) to lead and advise on technical and legal procedural discussions with clients and authorities
Compliance Planning	Applies in-depth knowledge of complex international and domestic laws to provide strategic solutions to clients' customs and global trade planning efforts
Products to Market	Serves as trusted business advisor by displaying knowledge of client's needs, underlying business and industry issues as well as knowledge of all global CGT services, products and industries