

Senior Staff talent standard

Global Tax & Legal

Indirect Tax

Leadership Capabilities

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

Core Professional and Technical Capabilities

Capability	Description
Tax Laws and Rules	Provides initial recommendations of current tax legislation across the Global Tax and Legal function to Manager level practitioners
Delivery Excellence	Demonstrates advanced knowledge of the key capabilities required to deliver a high quality service experience to the client
Analytical Thinking and Problem Solving	Selects appropriate methods for collecting and analyzing data, and develops informed recommendations that shape or support the client's business strategy
Technology Tools and Solutions	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
Consultancy and Compliance	Understands, applies, and monitors tax returns and refunds, their implications, opportunities, and optimization
Tax Authority Relationship Management	Collaborates with the departments of authorities, familiarizing him/herself with local tax organizational structure, responsibilities, rights and obligations of both taxpayers and tax authorities
Tax Transaction Rules	Understands the basic principles and structure of legislation and related concentration, development in law, published tax authority positions, and court cases
Customs and Trade Rules	Performs complex technical, risk, and opportunity analyses based on particular customs laws, rulings, jurisprudence facts and circumstances of the client
Compliance Planning	Drafts client deliverables detailing interpretations of domestic and international laws, business and technical findings, and proposes recommendations/solutions
Products to Market	Identifies client's needs, and underlying business and industry issues, by asking relevant, specific questions and makes recommendations to Mastery level specialists