

Counsel (Senior Manager) talent standard

Global Tax & Legal

Legal

**Leadership Capabilities**

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

**Core Professional and Technical Capabilities**

Capability	Description
<b>Laws and Rules</b>	Provides subject matter expertise in current legislation, proposed/pending legislation, their implications, and understands interaction across the Global Tax and Legal function, specifically with their area of expertise
<b>Delivery Excellence</b>	Acts as advanced Subject Matter Expert (SME) of the key capabilities required to deliver a high quality service experience to the client
<b>Analytical Thinking and Problem Solving</b>	Makes decisions with confidence based on analysis of available information to drive business success
<b>Technology Tools and Solutions</b>	Demonstrates advanced knowledge of service line or market specific technology solutions

**Service Line Technical Capabilities**

Capability	Description
<b>Legal Technical Knowledge</b>	Leverages a deep subject matter expertise to create customized solutions for clients
<b>Legal Analysis</b>	Ensures legal research and analyses are strategically aligned with the client's goals and enable informed decision making
<b>Drafting of Legal Documents</b>	Sets the stage for the development of legal documents that are strategically aligned with clients' key priorities
<b>Advocacy and Litigation</b>	Adopts a forward-looking and strategic mind-set to successfully conduct high-level negotiations and court litigations