

Manager 1 (Junior Level) talent standard

Global Tax & Legal

Legal

Leadership Capabilities

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

Core Professional and Technical Capabilities

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

Service Line Technical Capabilities

Capability	Description
Legal Technical Knowledge	Develops core technical knowledge and understanding of the legal process specific to the corresponding legal service line
Legal Analysis	Effectively conducts legal research and analysis leveraging appropriate tools, methodologies, and resources
Drafting of Legal Documents	Supports the design of accurate and impactful legal documents through conducting research and diligently applying frameworks, methods, and tools
Advocacy and Litigation	Enhances effectiveness of negotiations by forming a strong foundational knowledge and conducting in-depth research