

Manager 1 (Senior Level) talent standard

Global Tax & Legal

Legal

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
Laws and Rules	Provides initial recommendations based on current legislation across the Global Tax and Legal function to engagement leadership
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
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
Legal Technical Knowledge	Establishes an advanced legal technical working knowledge to enhance quality and efficiency of work performed
Legal Analysis	Conducts complex legal research and analysis, forming valid, actionable, and data-driven insights and recommendations
Drafting of Legal Documents	Independently drives the development of robust legal documents
Advocacy and Litigation	Owens the end-to-end negotiation process by applying sound communication skills and a keen domain knowledge