

Manager 2 talent standard

Global Tax & Legal

Legal

Leadership Capabilities

Capability	Description
Living Our Purpose	Acts as a role model, embracing and living our purpose and values, and recognizing others for the impact they make
Talent Development	Develops high-performing people and teams through challenging and meaningful opportunities
Performance Drive	Delivers exceptional client service; maximizes results and drives high performance from people while fostering collaboration across businesses and borders
Influence	Influences clients, teams, and individuals positively, leading by example and establishing confident relationships with increasingly senior people
Strategic Direction	Understands key objectives for clients and Deloitte, aligns people to objectives and sets priorities and direction

Core Professional and Technical Capabilities

Capability	Description
Laws and Rules	Applies knowledge of current and proposed/pending legislation, their implications, and understands interaction across the Global Tax and Legal function, specifically with their area of expertise
Delivery Excellence	Demonstrates subject matter specialty and ability to share knowledge in one or more service lines within the Global Tax and Legal function
Analytical Thinking and Problem Solving	Enables fact-based decision making by using appropriate research techniques and analytical skills
Technology Tools and Solutions	Improves work efficiency, effectiveness, and client service by using common technology tools

Service Line Technical Capabilities

Capability	Description
Legal Technical Knowledge	Applies a broad depth of expertise to a variety of legal engagements
Legal Analysis	Increases quality, accuracy, and impact of legal research and analysis by leveraging critical thinking, experience, and judgment
Drafting of Legal Documents	Plans and oversees development of complex legal documents
Advocacy and Litigation	Adopts a solution-oriented and confident mind-set to successfully conduct complex negotiations and court litigations