

Junior Staff talent standard
Global Tax & Legal
Mergers & Acquisitions (Tax)

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
Tax Laws and Rules	Develops knowledge of current tax 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 for solving problems in the Tax and Legal business
Technology Tools and Solutions	Applies technology knowledge to address client business challenges

Service Line Technical Capabilities

Capability	Description
Due Diligence	Reviews relevant facts and documents utilizing accounting and tax concepts to develop understanding of target's Tax Profile
Documentation	Identifies basic tax issues in legal agreements (e.g. debt/compensation agreements)
Modelling	Models basic tax implications incorporating the target's existing (Effective Tax Rate) ETR and its existing components and the reversal of material timing differences
Deal Structuring	Evaluates the preliminary transaction structure by referring to common tax considerations