

Manager talent standard  
Global Tax & Legal  
Mergers & Acquisitions (Tax)

**Leadership Capabilities**

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

**Core Professional and Technical Capabilities**

Capability	Description
<b>Tax Laws and Rules</b>	Demonstrates and applies knowledge of current tax 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>	Demonstrates subject matter specialty and ability to share knowledge in one or more service lines within the Global Tax and Legal function
<b>Analytical Thinking and Problem Solving</b>	Uses appropriate research techniques and analytical skills to enable fact-based decision making
<b>Technology Tools and Solutions</b>	Uses common technology tools to improve work efficiency, effectiveness, and client service

**Service Line Technical Capabilities**

Capability	Description
<b>Due Diligence</b>	Demonstrates knowledge of effective due diligence processes/protocols and is able to develop and execute a due diligence plan that appropriately addresses the key risk areas of a potential transaction
<b>Documentation</b>	Ability to review and comment on (from a tax perspective) merger and acquisition related documentation and draft client communications/reports, upholding a quality standard for accuracy and completeness
<b>Modelling</b>	Ability to model the tax implications of a proposed transaction, and analyze and link data analysis and knowledge to provide quality advice for strategic decision-making
<b>Deal Structuring</b>	Ability to leverage and apply knowledge of deal structuring considerations, practices, and tax implications to diverse client situations