

Junior Staff talent standard  
Global Tax & Legal  
R&D Government Incentives

**Leadership Capabilities**

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

**Core Professional and Technical Capabilities**

Capability	Description
<b>Tax Laws and Rules</b>	Develops knowledge of current tax legislation across the Global Tax and Legal function
<b>Delivery Excellence</b>	Recognizes the key capabilities required to deliver a high quality service experience to the client
<b>Analytical Thinking and Problem Solving</b>	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
<b>Technology Tools and Solutions</b>	Applies technology knowledge to address client business challenges

**Service Line Technical Capabilities**

Capability	Description
<b>Technical Knowledge of R&amp;D and Government Incentive Related Rules</b>	Prepares basic technical descriptions and financial calculations of R&D and Government Incentive (GI) supporting documentation based on the general rules and guidelines for local R&D and GI incentive programs
<b>Application of Available Technology and Methodology</b>	Uses R&D and GI specific technologies to achieve efficiencies and enhance deliverables
<b>Identification of Incentives Opportunities for R&amp;D and Government Incentives Projects</b>	Researches client's business to identify opportunities in activities or operations that could carry R&D and Government Incentive (GI) incentive
<b>Management of Incentives/ Funding Engagements</b>	Drafts application linked to R&D and GI incentives, including all annexes, and carries out cost/expenditure calculations