

Manager talent standard  
Global Tax & Legal  
R&D Government Incentives

**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>	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>Identification of Incentives Opportunities for R&amp;D and Government Incentives Projects</b>	Plans scope for R&D and GI projects by gathering and analyzing information, taking part in client interviews, assessing feasibility of incentive projects and defining potential structuring of incentive opportunities
<b>Management of Incentives/Funding Engagements</b>	Successfully manages R&D and GI engagements relating to incentive application as well as claims, negotiations and audit/revision processes
<b>Technical Knowledge of R&amp;D and Government Incentive Related Rules</b>	Assists clients with R&D and GI by applying knowledge of regional or local rules and practice for incentive programs, eligibility processes or cost calculations
<b>Application of Available Technology and Methodology</b>	Demonstrates knowledge and appropriate application of Technologies and Methodologies (with a specific use for R&D and GI)