

Junior Staff talent standard
Global Tax & Legal
Tax Management Consulting

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
Compliance and Planning	Helps clients mitigate risk, meet compliance obligations and statutory deadlines, and realize business goals
Risk Management	Assists in developing an accurate view of the client's current risk state by performing technical components of risk assessments
Process and Data Flow, Design, Alignment, and Improvement	Develops understanding of strategies/mechanisms to enable automation and continuous quality improvement
Tax Data Analytics	Assists in defining and gathering tax data related to business intelligence and performance, implementation/support of applications, infrastructure and technologies to forecast future trends