

Manager talent standard
Global Tax & Legal
Tax Management Consulting

Leadership Capabilities

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

Core Professional and Technical Capabilities

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

Service Line Technical Capabilities

Capability	Description
Compliance and Planning	Completes processes and identifies sustainable planning opportunities to help clients mitigate risk, meet compliance obligations and statutory deadlines, and realize business goals
Risk Management	Minimizes a company's direct and indirect tax exposure by identifying, assessing, reducing, and preventing risks facing the company
Process and Data Flow, Design, Alignment, and Improvement	Identifies and implements strategies/mechanisms to enable automation and continuous quality improvement
Tax Data Analytics	Analyzes tax data related to business intelligence and performance, implementation and support of applications, infrastructure and technologies to gather and forecast future trends