

Junior Staff talent standard
Global Tax & Legal
Transfer Pricing

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
Technical Knowledge of Transfer Pricing & Related Rules	Prepares basic transfer pricing documentation based on relevant economic and accounting principles and their interplay with Transfer Pricing (TP) rules
Functional & Risk Analysis	Prepares client research, meeting agendas and key discussion topics for client interviews
Economic Analysis	Performs and drafts economic analyses that includes the necessary financial information by applying basic accounting principles, financial/transactional data concepts, and standard data sources