

Manager talent standard  
Global Tax & Legal  
Transfer Pricing

**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>	Demonstrates and 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>Technical Knowledge of Transfer Pricing &amp; Related Rules</b>	Demonstrates and applies technical knowledge of current transfer pricing and related rules, proposed rules, their implications, and understands the interaction between Transfer Pricing and other Global Business Tax functions
<b>Functional &amp; Risk Analysis</b>	Leverages analytical and communications skills to assess risk and review functional and risk profile
<b>Economic Analysis</b>	Interprets, evaluates, and uses quantitative evidence to weigh advantages/disadvantages of transfer pricing positions