

## Senior Manager talent standard

### Global Tax & Legal

#### Transfer Pricing

#### Leadership Capabilities

Capability	Description
<b>Living Our Purpose</b>	Acts as a role model and inspires others to embrace and live our purpose and values
<b>Talent Development</b>	Actively contributes to building the talent pipeline; creates a talent experience that attracts, develops and retains top talent and high performing teams
<b>Performance Drive</b>	Creates opportunities to drive impact; anticipates client needs and delivers superior results by leveraging each person's strengths to build high performing teams across businesses and borders
<b>Influence</b>	Builds deep relationships across a diverse network and uses a flexible influencing style to gain buy-in and drive impact
<b>Strategic Direction</b>	Translates broader strategy into a compelling team vision and goals; aligns the team and sets priorities to achieve objectives
<b>Competitive Edge</b>	Applies deep knowledge of disruptive trends and competitor activity to drive continuous improvement
<b>Inspirational Leadership</b>	Establishes a strong leadership brand and inspires followership through passion, integrity, and appreciation of others

#### Core Professional and Technical Capabilities

Capability	Description
<b>Tax Laws and Rules</b>	Provides subject matter expertise in 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>	Acts as advanced Subject Matter Expert (SME) of the key capabilities required to deliver a high quality service experience to the client
<b>Analytical Thinking and Problem Solving</b>	Makes decisions with confidence based on analysis of available information to drive business success
<b>Technology Tools and Solutions</b>	Demonstrates advanced knowledge of service line or market specific technology solutions

#### Service Line Technical Capabilities

Capability	Description
<b>Technical Knowledge of Transfer Pricing &amp; Related Rules</b>	Provides recommendations of local or domestic income tax, corporate tax, international tax, customs, and multistate tax principles to identify highly complex TP and non-TP issues and make referrals to other tax teams
<b>Functional &amp; Risk Analysis</b>	Determines the Transfer Pricing (TP) method and delivery approach most suitable for the project based on sufficient information gathered and client discussions identifying intellectual property issues/risks
<b>Economic Analysis</b>	Leads and oversees complex economic analyses that enable attainment of key client's objectives, while facilitating the definition of risk priorities