

Senior Staff talent standard

Global Tax & Legal

Transfer Pricing

Leadership Capabilities

Capability	Description
Living Our Purpose	Identifies and embraces our purpose and values and puts these into practice in their professional life
Talent Development	Develops self by actively seeking opportunities for growth, shares knowledge and experiences with others, and acts as a strong brand ambassador
Performance Drive	Seeks opportunities to challenge self; teams with others across businesses and borders to deliver and takes accountability for own and team results
Influence	Builds relationships and communicates effectively in order to positively influence peers and other stakeholders
Strategic Direction	Understands objectives for clients and Deloitte, aligns own work to objectives and sets personal priorities

Core Professional and Technical Capabilities

Capability	Description
Tax Laws and Rules	Provides initial recommendations of current tax legislation across the Global Tax and Legal function to Manager level practitioners
Delivery Excellence	Demonstrates advanced knowledge of the key capabilities required to deliver a high quality service experience to the client
Analytical Thinking and Problem Solving	Selects appropriate methods for collecting and analyzing data, and develops informed recommendations that shape or support the client's business strategy
Technology Tools and Solutions	Articulates how technology enables the business and communicates this effectively to clients while ensuring appropriate technologies and methodologies are used on projects

Service Line Technical Capabilities

Capability	Description
Technical Knowledge of Transfer Pricing & Related Rules	Identifies complex Transfer Pricing (TP) issues and makes referrals to other tax teams based on local or domestic income tax, corporate tax, international tax, and customs tax principles
Functional & Risk Analysis	Participates in drafting and reviewing client questionnaires, industry analysis, and data requests, ensuring sufficient information is obtained and summarized accurately
Economic Analysis	Constructs economic analysis based on accounting principles, financial/transactional data concepts, industry specific/non-standard data sources and assumptions