

Junior Staff talent standard

Global Tax and Legal Tax Management Consulting

Building a *globally uniform level of quality and capability* in our core services so that our clients experience a *consistent, exceptional Deloitte* is critical to become the undisputed leader in professional services. The following standard defines the capabilities required at the Junior Staff level for our Tax Management Consulting service line.

Leadership capabilities

We expect practitioners at all levels to embrace and live our purpose by challenging themselves to identify issues that are most important for our clients, our people, and for society and *make an impact that matters*. There are five Leadership capabilities that we require from all Junior Staff across the organization, regardless of service line. Behavioral anchors for each capability are described below.

Capability	Description	Behavioral anchors
Living Our Purpose	Builds own understanding of our purpose and values; explores opportunities for impact	<ul style="list-style-type: none"> Behaves in accordance with Deloitte values Consistently challenges self to deliver outstanding quality and value Recognizes and explores opportunities for personal impact on clients and for colleagues and communities
Talent Development	Demonstrates strong commitment to personal learning and development; acts as a brand ambassador to help attract top talent	<ul style="list-style-type: none"> Solicits feedback to build understanding of own strengths and areas for development Actively participates in key learning and development opportunities for his/her level Acts as a brand ambassador with peers and colleagues to support attraction of top talent
Performance Drive	Understands expectations and demonstrates personal accountability for keeping performance on track	<ul style="list-style-type: none"> Ensures he/she is clear on expectations and asks clarifying questions when needed Is aware of own strengths and uses them effectively to deliver high quality results Assumes personal responsibility for achieving results and supports the team by taking on additional responsibilities when needed
Influence	Actively focuses on developing effective communication and relationship-building skills	<ul style="list-style-type: none"> Engages with others to build relationships and develop a network Demonstrates ability to understand the underlying interests and expectations of others Respects and responds with sensitivity to the concerns and viewpoints of others
Strategic Direction	Understands how their daily work contributes to the priorities of the team and the business	<ul style="list-style-type: none"> Understands objectives and desired outcomes for assigned areas of responsibility and sets personal goals accordingly Seeks to understand how specific areas of responsibility contribute to broader business objectives and outcomes

Core Professional and Technical capabilities

Below are the Core Professional and Technical capabilities for Tax Management Consulting Junior Staff:

Capability	Description	Behavioral anchors
Tax Laws and Rules	Develops knowledge of current tax legislation across the Global Tax and Legal function	<ul style="list-style-type: none"> Develops knowledge of relevant tax rules and regulations and their associated processes to formulate solutions for client problems Conducts research and uses appropriate facts, analysis, and conclusions to draft technical advice, reports, memoranda and other deliverables relevant to tax laws and rules Remains current on recent developments and changes relating to area of tax specialization

Delivery Excellence	Recognizes the key capabilities required to deliver a high quality service experience to the client	<ul style="list-style-type: none"> • Delivers client service according to relevant Deloitte standards, policies, and ethical principles • Understands the general components of and tracks progress against a work plan, assuming responsibility for assigned work and reviews for accuracy and quality • Develops an understanding of quality processes and risk procedures as they relate to clients, including scope • Understands our Tax and Legal services and products • Supports business development efforts through data gathering, research, or proposal development
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	<ul style="list-style-type: none"> • Leads data gathering and assimilation to formulate a hypothesis and conducts an objective root cause analysis using a structured problem solving approach • Develops analytical models that can be interpreted convincingly and reinforce recommendations • Develops and validates solutions by combining insights from personal experiences and Deloitte Subject Matter Experts (SMEs) with standard methods and tools • Proactively shares knowledge, ideas, and information with others • Contributes ideas to develop solutions, consulting with others as appropriate
Technology Tools and Solutions	Applies technology knowledge to address client business challenges	<ul style="list-style-type: none"> • Is familiar with Tax and Legal's technology offerings, frameworks and methods routinely integrated within Service Line domain • Identifies technology components of business objectives and operations • Collaborates effectively with SMEs and technologists on business-technology requirements • Applies knowledge of technologies to strengthen client recommendations • Stays current on technology trends and understands how Deloitte's services and capabilities can address common client challenges • Comprehends how technology supports business objectives and enables core business processes

Service Line Technical capabilities

Below are the Service Line Technical capabilities for Tax Management Consulting Junior Staff:

Capability	Description	Behavioral anchors
Compliance and Planning	Helps clients mitigate risk, meet compliance obligations and statutory deadlines, and realize business goals	<ul style="list-style-type: none"> • Helps to identify risk and issues and documents with technical support • Identifies legislative changes that are applicable to the client and raises these with the client team • Develops a solid understanding in Tax Accounting and the compliance and planning aspects of tax
Risk Management	Assists in developing an accurate view of the client's current risk state by performing technical components of risk assessments	<ul style="list-style-type: none"> • Develops an understanding of risk management processes and leading practices to effectively map and organize client's data • Drafts responses to questions relating to risk management and tax matters • Develops an understanding of institutional situations dealing with risk management to identify vulnerabilities
Process and Data Flow, Design, Alignment, and Improvement	Develops understanding of strategies/mechanisms to enable automation and continuous quality improvement	<ul style="list-style-type: none"> • Develops solid understanding of the approaches to automate and streamline key processes and tax sensitize pertinent tax data from source systems and the requisite tools • Supports the client team in the design of processes and data flow that maximize efficiency, comply with regulatory and audit requirements, enable automation, and increase transparency in reporting
Tax Data Analytics	Assists in defining and gathering tax data related to business intelligence and performance, implementation/support of applications, infrastructure and technologies to forecast future trends	<ul style="list-style-type: none"> • Develops understanding of the tenets of data management and tools related to data storage, extraction, and analysis • Identifies the relevant income tax data is relevant for analytical use