


2 Job dashboard – Tax Associate/Tax Executive (1/2)

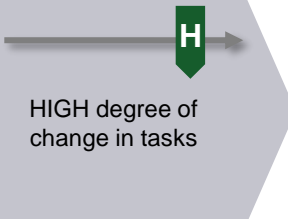
Trends impacting this role					Impact Assessment
Artificial Intelligence (AI) & Analytics	Blockchain	Changing Public/ Client Expectations	Cloud Computing	Workforce Challenges	 HIGH degree of change in tasks
Cybersecurity	COVID-19	Move towards Outsourcing & Offshoring	Intelligent Automation		

Responsibilities of the role today

Today, this job role is responsible for undertaking tax assignments such as preparing tax computation schedules and various statutory filings promptly, assisting in resolving clients' queries on basic tax issues, drafting possible recommendations on tax matters, and collaborating with cross-functional teams (e.g. audit and advisory service lines) to provide clients with more value-added services.

Job tasks today	Impact at task-level/Future view of job tasks	Time horizon
Research and analyse data to perform tax computations; prepare tax returns and documentations for tax filing	H <ul style="list-style-type: none"> Intelligent Automation will enable the automation of manual capturing and compiling of data entries for regulatory reporting and digitally populate tax returns AI will enable the analysis of large datasets and perform data sampling, estimation and extrapolation on tax computations Focus shifts from performing voluminous tax computations, returns and filing to carrying out complex tax computations as well as providing remediation advice to clients to meet changing client expectations 	<ul style="list-style-type: none"> Short-term
Review responses drafted by the team to manage tax controversies and respond to complex tax authority's queries	M <ul style="list-style-type: none"> AI will enable the automation of responses to the tax authority's common queries. Focus shifts to reviewing and managing deliverables from technology/offshore teams and including complex responses and exceptions Job holders will continue to review drafts by offshore teams on tax controversies but take a step further to meet changing client expectations by referencing insights from AI to frame solutions to pre-empt these tax controversies 	<ul style="list-style-type: none"> Short-term
Review research on implications of local and global issues on clients' tax risks and comply with best practices	M <ul style="list-style-type: none"> Machine Learning will enable a scan through of local, global tax regulations and news sources to regularly update on key changes across tax laws AI will enable the analysis of clients' tax and accounting information and highlight key areas susceptible to the latest tax risks Job holders will use these insights to analyse the severity and implications of potential tax risks, and comply with best practices 	<ul style="list-style-type: none"> Medium-term
Leverage research from associates to draft tax advice, identify tax issues to highlight implications to clients and collate supporting documentation for the tax advice	M <ul style="list-style-type: none"> AI will enable the scanning of large unstructured information across local and global databases to provide insights through succinct dashboards on tax issues, customised for each client Intelligent Automation will enable the collation of supporting documentation to ensure completeness Tap on tax expertise across various regions through offshoring and cross-functional collaboration for greater synergies in providing tax advice (i.e. including those pertaining to international tax and transfer pricing) Leverage insights from AI to analyse, highlight implications and formulate solutions to tax issues faced by clients 	<ul style="list-style-type: none"> Short-term

2 Job dashboard – Tax Associate/Tax Executive (2/2)

Trends impacting this role					Impact Assessment
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Responsibilities of the role in the future

Moving forward, this job role will leverage Intelligent Automation to automate process-based tasks such as tax computations and statutory filings. AI & Analytics will provide draft standardised responses to clients' queries. Job holders' focus will shift to managing automation and its deliverables, and drafting complex responses for clients. Human intervention is required for communicating and framing recommendations on tax matters to meet changing client expectations.

Technical Skills (TSC) Required

• Accounting and Tax Systems	Level 4	• Tax Compliance	Level 3
• Corporate and Business Law	Level 3	• Tax Controversy Management	Level 3
• Digital Technology Environment Scanning	Level 3	• Tax Risk Management	Level 3
• Professional and Business Ethics	Level 3	• Taxation Laws	Level 3
• Stakeholder Management	Level 3	• Transfer Pricing	Level 3
• Tax Advisory	Level 3		

Critical Core Skills (CCS) Required

• Communication	Basic	• Learning Agility	Basic
• Collaboration	Basic	• Sense Making	Basic
• Digital Fluency	Intermediate		

Mobility dashboard – Tax Associate/Executive

Accounting Practices Sector

1 Audit Associate/Audit Assistant Associate

Track: Assurance

TRANSFERABLE SKILLS

- Digital Technology
- Environment Scanning
- Professional and Business Ethics
- Stakeholder Management
- Taxation Laws
- Communication
- Collaboration
- Digital Fluency
- Problem Solving

ADDITIONAL SKILLS TO DEVELOP

- Accounting Standards
- Auditing and Assurance Standards
- Auditor Independence
- Business Acumen
- Cyber Security
- Data Analytics
- Data Governance
- Engagement Execution
- Engagement Quality Control
- Financial Statements Analysis
- Internal Controls
- Macroeconomic Analysis
- Professional Scepticism and Judgment
- Programming and Coding
- Project Execution and Control
- Risk Assessment
- Customer Orientation

Financial Services Sector

2 Compliance Advisory Executive

Track: Risk, Compliance and Legal

TRANSFERABLE SKILLS

- Compliance Mindset Development
- Ethical Culture
- Regulatory and Legal Advisory
- Stakeholder Management
- Communication
- Problem Solving
- Collaboration

ADDITIONAL SKILLS TO DEVELOP

- Change Management
- Corporate Governance
- Data Collection and Analysis
- Policy Implementation and Revision
- Regulatory Compliance
- Risk and Compliance Reporting
- Risk Management
- Learning Agility
- Sense Making

*Note: Mobility dashboards were developed for "High" impact job roles and the industry has identified the above as the top 3 potential roles practitioners can potentially move into