


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

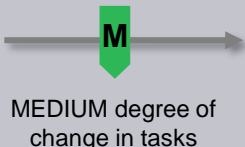
| Trends impacting this role | | | | | Impact Assessment |
|--|------------|---------------------------------------|------------------------|----------------------|---|
| Artificial Intelligence (AI) & Analytics | Blockchain | Changing Public/ Client Expectations | Cloud Computing | Workforce Challenges |  MEDIUM 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 managing simple tax engagements. The role plans, performs and reviews tax compliance work, ensure timeliness of tax deliverables, assists in preparing tax returns for larger complex entities, prepares transfer pricing documentation and resolves queries on tax issues/disputes from clients and tax authorities.

| Job tasks today | Impact at task-level/Future view of job tasks | Time horizon |
|---|--|---|
| Research and analyse data to perform complex tax computations, review tax deliverables and identify developments that impact tax compliance | H <ul style="list-style-type: none"> Intelligent Automation will enable relevant tax information to be gathered from various sources and map the client's tax information to the database for compliance checks, as well as perform complex tax computations based on pre-determined inputs of the latest tax regulations and formulas Machine Learning will enable a first cut in reviewing routine tax deliverables that are uploaded real-time to the cloud and pick up common mistakes for further review by job holders AI enables the scanning of large databases of local and global tax regulations to inform job holders on developments that impact tax compliance. Job holders reference these consolidated insights and suggest recommendations to clients, to mitigate these impact on tax compliance Focus shifts to the final review of complex tax deliverables and providing advice to clients | <ul style="list-style-type: none"> Short-term |
| Research and draft responses to manage tax controversies and respond to tax authority's queries | M <ul style="list-style-type: none"> AI will enable the extraction of key terms from unstructured data in various local and global tax notices and map these extracted key terms against tax computations, to automate tracking and preparation of common tax authority's queries Focus shifts to overall drafting and managing of tax controversies, as key pointers for common responses to tax authority's queries are automated | <ul style="list-style-type: none"> Medium-term |
| Gather information on tax, accounting and the business to identify tax risk areas and ensure adherence to local tax policies | M <ul style="list-style-type: none"> Optical Character Recognition (OCR) enables the scanning of tax documents, policies and clients' data to efficiently gather information on tax, accounting and the business. Machine Learning algorithms will enable the analysis datasets to assist in identifying tax risk areas As clients increasingly outsource tax functions, tax documents are digitalised and stored in the cloud, enabling accounting practices to offshore information-gathering tasks | <ul style="list-style-type: none"> Medium-term |
| Research and analyse data to provide information to aid the drafting of tax advice to clients | M <ul style="list-style-type: none"> AI will enable scanning through large unstructured datasets, tax computations and key accounts to consolidate research and provide insights through succinct dashboards to aid the drafting of tax advice to clients | <ul style="list-style-type: none"> Short-term |

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

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

Responsibilities of the role in the future

Moving forward, this job role will leverage Intelligent Automation to extract relevant tax information while AI & Analytics will enable the consolidation of insights to inform job holders of the latest tax regulations. Job holders will focus on higher-value tasks such as providing recommendations on tax to meet changing client expectations, reviewing tax deliverables from offshore teams, associates and technology, as well as leveraging technical expertise to resolve complex tax issues.

Technical Skills (TSC) Required

| | | | |
|---|---------|------------------------------|---------|
| • Accounting and Tax Systems | Level 5 | • Tax Compliance | Level 4 |
| • Corporate and Business Law | Level 4 | • Tax Controversy Management | Level 4 |
| • Digital Technology Environment Scanning | Level 4 | • Tax Risk Management | Level 4 |
| • Professional and Business Ethics | Level 4 | • Taxation Laws | Level 4 |
| • Stakeholder Management | Level 4 | • Transfer Pricing | Level 4 |
| • Tax Advisory | Level 4 | | |

Critical Core Skills (CCS) Required

| | | | |
|---------------------|--------------|-------------------|--------------|
| • Communication | Intermediate | • Digital Fluency | Advanced |
| • Collaboration | Intermediate | • Problem Solving | Intermediate |
| • Developing People | Intermediate | | |