

Career Development Roadmap

Level of Responsibility

Developmental		Journeyman/Supervisor			Expert/Senior Leader		
GS 07	GS-09	GS-11	GS-12	GS-13	GS-14	GS-15	SES
Pay Band 1		Pay Band 2			Pay Band 3		
Develop Job Proficiency		Build Breadth and Broaden			Build Depth		
Become proficient in one functional area.		Become proficient in a second functional area. Take a rotational assignment. Volunteer for a detail to another function.			Become an expert in your field. Become supervisor or manager.		

EXPERIENCE

EDUCATION & TRAINING

BACHELORS DEGREE in Business Discipline

MASTERS DEGREE

Pursue Professional Certifications: CPA or CMA

Enhanced Defense Financial Management Training
Certified Government Financial Management Training

Process Improvement
L6 Green Belt Certification Lean6 Black Belt Certification

Project Management Training

Continuing Professional Education: (80 Hours every 2 years – minimum of 20 hours in any given year)

LEADERSHIP

Leadership Development Courses
HR & Leadership for New Supervisors Situational Leadership Emotional Intelligence & Leadership

Develop Executive Core Qualifications

Seek senior mentor & role model

MENTORSHIP

Coach & Guide Subordinates
Seek junior personnel to mentor

GET INVOLVED

JOIN Professional Organizations

VOLUNTEER to be a Committee Member

VOLUNTEER to be a Committee Chairperson

VOLUNTEER to hold a Board position