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# Career Development Roadmap

**Level of Responsibility**

| Developmental | Journeyman/Supervisor | Expert/Senior Leader |
|---|---|---|
| Pay Band 1 | Pay Band 2 | Pay Band 3 |

## EXPERIENCE

| Develop Job Proficiency | Build Breadth and Broaden | Build Depth |
|---|---|---|
| Become proficient in one functional area. | Become proficient in a second functional area.<br>Take a rotational assignment.<br>Volunteer for a detail to another function. | Become an expert in your field.<br>Become supervisor or manager. |

## EDUCATION &TRAINING

**BACHELORS DEGREE in Accounting** **MASTERS DEGREE in Business or IT related field**

**Pursue Professional Certifications: CPA and CISA, CIA or CFE**

**Government Audit Training**
**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**

**M E N T O R S H I P**
Seek senior mentor & role model
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