

# 501, 505 and 560

# 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: CMA or CPA

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