CAREER DEVELOPMENT ROADMAP

0510 | Accounting Series

PRIMARY FUNCTIONAL COMPETENCIES

- Financial Management Systems
- Decision Support
- Financial Stewardship
- Accounting Analysis
- Concepts, Policies and Principles of Accounting
- Financial Reporting

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	Entry/Developmental	Journeyman or Supervisor	Expert or Manager
Experience	**FUNCTIONAL EXPERIENCE >**	**BROADENED EXPERIENCE >**	**STRATEGIC LEADERSHIP**
	Build foundation of knowledge in an agency accounting function	Build technical depth and seek broadening assignments	Build depth of increased scope (bigger picture)
	Develop technical proficiency in one functional area	Develop technical proficiency in second functional area or alternate discipline	Consider cross-functional career broadening or gain experience in additional FM discipline
	Develop understanding of DFAS strategy and mission, as related to your job	Develop contextual awareness / enterprise-wide perspective	Operationalize DFAS strategy for multi-level organization
	Develop basic analytical and decision support skills	Develop/demostrate full proficiency in decision support	Progress to making decisions that potentially have enterprise-wide impact
		Pursue lead/supervisory experience in primary discipline	Gain managerial experience in primary discipline
		Explore organizational/geographic mobility i.e., rotational assignment in FM-related function	Serve as agency expert in assigned function
Project Management Experience	Participate on a project >	Manage a Project >	Manage a Program > Portfolio Mgmt
Leadership	**Competencies**		
	LEAD SELF >	**LEAD TEAMS/PROJECTS >**	**LEAD PEOPLE >** **LEAD ORGANIZATION**
	DFAS Leadership Development Map	Leadership Development Courses >>>> Enterprise Leadership Program	
		DFAS Leadership Coaching Program; Succession Program >>>>>>>>> Executive Education	
	Action		
	BUILD TACTICAL LEADERSHIP >	**DEVELOP OPERATIONAL > LEADERSHIP COMPETENCE**	**BUILD STRATEGIC LEADERSHIP SKILLS**
	Seek mentor(s) / role models	Expand mentoring relationships/mentor others	Coach/advise others
	Participate in professional organizations and/or volunteer to help with a project	Serve on / lead professional committees and/or volunteer to lead/co-lead a project	Serve on / chair professional boards and/or vounteer as a workgroup advisor
	Establish a professional network	Expand professional network	Cultivate and leverage relationships
Education & Training	**Certification**		
		Pursue at least one Professional Certification: CPA, CMA, etc.	
	Achieve/Maintain FM Certification Level 2		Achieve/Maintain FM Certification Level 3
	Training		
	Complete recommended foundational FM training in GS-510 Training Plan	Process Improvement / Lean 6 Training / Certification (various levels)	
	Analytical / Decision Support Skills	Project Management Training	
	Education		
	FM-related Bachelor's Degree	FM-related Master's Degree	