CAREER DEVELOPMENT ROADMAP

0501 | Financial Administration and Program Series

PRIMARY FUNCTIONAL COMPETENCIES

- Financial Management Systems
- Decision Support
- Financial Stewardship
- Financial Management Analysis
- Concepts, Policies and Principles of Finance
- 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 primary discipline	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	Seek to develop an enterprise level 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., rational assignment in FM-related funtion	Serve as agency expert in your 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 ORGANIZATIONS**
	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 FM-related test-based certification	
		Achieve/Maintain FM Certification Level 2	Achieve/Maintain FM Certification Level 3
	Training		
	Complete recommended foundational FM training in GS-501 Training Plan	Process Improvement / Lean 6 Training/Certification (various levels)	
		Project Management Training	
	Analytical and Decision Support Skills/Tools		
	Education		
	FM-related Bachelor's Degree	FM-related Master's Degree	