



CAREER DEVELOPMENT ROADMAP

0201 | Human Resources Specialist

PRIMARY FUNCTIONAL COMPETENCIES

Compensation Management
Labor & Employee Relations
Staffing & Recruitment

Workforce Development
Strategic Workforce Planning
Performance Management

Benefits & Work Life Programs
HR Information Systems Application
Position Management & Classification

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Entry/Developmental	Journeyman or Supervisor	Expert or Manager
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Experience	FUNCTIONAL EXPERIENCE >	BROADENED EXPERIENCE >	LEADERSHIP
	Build foundation of knowledge in a Human Resources function	Build technical depth and seek broadening assignments	Build depth of increased scope (bigger picture)
	Develop technical proficiency in one functional area	Pursue a rotational assignment to develop technical proficiency in a second functional area	Consider cross-functional career broadening or gain experience in additional HR function
	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 consulting skills	Develop / demonstrate full proficiency in consulting	Progress to making decisions that potentially have enterprise-wide impact
	Pursue lead/supervisory experience	Gain managerial experience	
		Serve as agency expert in assigned function	
Project Management Experience	Participate on a project > Manage a Project..... > Manage a Program..... > Portfolio Mgmt		

Leadership	Competencies DFAS Leadership Development Map	LEAD SELF >	LEAD TEAMS/PROJECTS >	LEAD PEOPLE >	LEAD ORGANIZATION
	Action	BUILD TACTICAL LEADERSHIP >	DEVELOP OPERATIONAL >	BUILD STRATEGIC LEADERSHIP SKILLS ..	LEADERSHIP COMPETENCE
		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 DoD / OPM / cross-organizational working groups	
	Establish a professional network	Expand professional network	Cultivate and leverage relationships		
			Leadership Development Courses >>>> Enterprise Leadership Program DFAS Leadership Coaching Program Succession Program >>>>> Executive Education		

Education & Training	Certification		Process Improvement / Lean 6 Training / Certification (various levels) Project Management Training	Pursue at least one Professional Certification: PHR, SPHR, PMP, CPLP
	Training	Foundational training in functional area Basic Consulting Skills for HR Employees	Foundational training in other HR functional areas Intermediate Consulting Skills Advanced training in functional area	Continuing Professional Education
	Education	HR-related Bachelor's Degree		HR-related Master's Degree