



PRIMARY FUNCTIONAL COMPETENCIES

Investigation Planning
Investigation Execution and Reporting

Concepts, Policies and Principles of Investigation
Communication and Teamwork

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	Entry/Developmental	Journeyman or Team Lead	Supervisor/Manager	
Experience	FUNCTIONAL EXPERIENCE > Participate in investigative planning, fieldwork, and reporting Develop technical proficiency in one functional area Identify elements of findings from investigative work Develop basic analytical and decision support skills Understand Investigation and reporting standards Understand and implement effective investigative case management Develop understanding of DFAS strategy, mission, organizations, functions Become proficient in a DFAS functional area.	BROADENED EXPERIENCE > Lead the investigative process Apply and interpret CIGIE standards for investigation and reporting and IR Manual policies and procedures Identify and interpret laws/regulations/policies related to investigative allegations Connect Agency Priorities to day-to-day work. Develop strong understanding of DFAS strategy, mission, organizations, and functions. Become proficient in at least a second DFAS functional area. Take a rotational assignment in or outside of IR	STRATEGIC LEADERSHIP Become an expert in field of Investigations Manage and Supervise overall investigations mission Develop, revise, and adjudicate IR Policies to comply with CIGIE Standards, and MICP policies Cascade Agency Strategy and Annual Business Plan to staff and manage IR support to Strategy Continually improve supervision and organizational leadership skills Provide training to IR staff in area of expertise. Take a rotational assignment in or outside of IR	
	Leadership Competencies DFAS Leadership Development Map Action	LEAD SELF >	LEAD TEAMS/PROJECTS > Leadership Development Courses >>>> Enterprise Leadership Program DFAS Leadership Coaching Program Succession Program >>>>>>>> Executive Education	LEAD PEOPLE >
		BUILD TACTICAL LEADERSHIP > Seek mentor(s) / role models Participate in professional organizations and/or volunteer to help with a project Establish a professional network	DEVELOP OPERATIONAL > LEADERSHIP COMPETENCE Expand mentoring relationships / mentor others Serve on / lead professional committees and/or volunteer to lead / co-lead a project Expand professional network	LEAD ORGANIZATION BUILD STRATEGIC LEADERSHIP SKILLS
	Education & Training	Certification Pursue at least one investigator-related test-based certification		
		Training Complete Developmental Investigator Training Analytical / Decision Support Skills	Process Improvement / Lean 6 Training / Certification (various levels) Complete Advanced Investigator Training Project Management Training / Certification	Complete Managerial Investigator training
Education Bachelor's Degree			Master's Degree	

Journeyman or Team Lead

Supervisor/Manager or Senior Leader

GS-7 GS-9 GS-11 GS-12 GS-13 GS-14 GS-14

Recommended Formal Training

- Presentation and Briefing Techniques for DFAS
- Team Fundamentals for DFAS
- Business Writing Basics for DFAS
- Decision Making and Problem Solving for DFAS
- Lead Fundamentals

- Effective Meeting Management for DFAS
- Foundational Leadership Skills and Techniques
- Leadership 101
- Leadership 201

- Business Writing for Executives
- Leadership Skills and Techniques
- Organizational Leadership
- New Supervisory Training Courses
(first 90 days / web-based modules)
- New Supervisor Training (first 90 days)
- Supervisor Refresher (every 3 years)
Available Jan 1, 2018
- Anytime Coaching

Recommended Functional (Investigator-Related) Training

Developmental Investigator Training

Advanced Investigator Training

Managerial Investigator Training

- Core Criminal Investigations (OPOTA)
- Essentials of Inspector General Investigations (CIGIE)
- Inspector General Interviewing for Fraud (CIGIE)
- IG Transitional Training Program (CIGIE)
- Periodic Refresher Training Program (CIGIE)
- Computer Crimes First Responder (OPOTA)
- Fraudulent Document Investigations (OPOTA)
- Linguistic Statement Analysis Technique - Basic and Advanced (OPOTA)
- Interview and Interrogation (OPOTA)
- Identity Theft Investigation (OPOTA)

- Essentials of Inspector General Investigations (CIGIE)
- Advanced Interviewing for IG Investigators (CIGIE)
- Contract & Grant Fraud Training (CIGIE)
- Public Corruption Investigations Training Program (CIGIE)
- Periodic Refresher Training Program (CIGIE)
- Fraudulent Document Investigations (OPOTA)
- Linguistic Statement Analysis Technique - Basic and Advanced (OPOTA)
- Internet Investigations (OPOTA)
- Internal Investigations (OPOTA)
- AU New Leader Development Program (CIGIE)

- AU New Leader Development Program (CIGIE)
- AU Experienced Leader Development Program (CIGIE)
- Interagency Fellowship Program (CIGIE)
- Law Enforcement Supervisors
- Leadership Training Program (FLETC)
- Internal Investigations (OPOTA)
- Leadership Through Understanding
- Human Behavior (FLETC)

Recommended GS-1811 Certifications

Primary

Secondary

Certified Fraud Examiner

Certified Professional Criminal Investigator (CPCI)
Professional Certified Investigator (PCI)