SELECTION CRITERIA
Primary and Secondary Certifications
Reference DFAS Policy Emphasizing Professional Credentials in Professional and Analytical Series

Series	Primary	Secondary
201	Senior Professional in Human Resources (SPHR), Professional in Human Resources (PHR) Law license* Certified Professional in Learning and Performance (CPLP)* Certified Compensation Professional (CCP)*	Lean6 Black Belt, PMI - Project Management Professional® (PMP)
343	Certified Business Analysis Professional (CBAP), Lean6 Black Belt, PMP PMI - Agile Certified Practitioner ® (ACP)	Certified Defense Financial Manager (CDFM), Certified Government Financial Manager (CGFM)
501/505/560	Certified Management Accountant (CMA), Certified Public Accountant (CPA)	CDFM, CGFM, Lean6 Black Belt, PMP, ACP
510	CPA,CMA	CDFM, CGFM, Lean6 Black Belt, PMP, ACP
511	CPA	Certified Internal Auditor (CIA), Certified Information Systems Auditor (CISA), Certified Fraud Examiner (CFE), Lean6 Black Belt, PMP, ACP
1102	Defense Acquisition Workforce Improvement Act (DAWIA) Certification in Contracting	DAWIA Certification in Program Management
2210 Project Management	Certified Software Development Professional (CSDP), PMP, ACP	Lean6 Black Belt
2210 Policy and Planning	CSDP, PMP, ACP	Lean6 Black Belt

February 2014 (Replaces attachment to Policy Memorandum, Subject Emphasizing Professional Credentials in Focused Professional/Analytical Series, dated October 21, 2008)

Series	Primary	Secondary
2210 Systems Analysis	Certified Manager of Software Testing (CMST), CBAP	Certified Manager of Software Quality (CMSQ), Lean6 Black Belt, PMP
2210 Applications Software	Certified Information Systems and Security Professional (CISSP), CBAP	CMST, Lean6 Black Belt, PMP, ACP
2210 Security (INFOSEC)	Microsoft Certified Systems Engineer (MCSE), CISSP	Security + CE, Lean6 Black Belt, PMP, ACP
2210 Operating Systems	MCSE or UNIX or other OS equivalent	Microsoft Certified Systems Administrator (MCSA), Lean6 Black Belt, PMP, ACP
2210 Network Services	Security Certified Network Architect (SCNA), CISSP	Security Certified Network Professional (SCNP), Lean6 Black Belt, PMP, ACP
221O Data Management	Oracle DB Master or other DB equivalent	Lean6 Black Belt, PMP, ACP
2210 Internet	Certified Information Security Auditor (CISA), CISSP	Lean6 Black Belt, PMP, ACP, Certified Systems Security Manager (CISM)
2210 Systems Administration	CMST	CMSQ, Lean6 Black Belt, PMP, ACP
2210 Customer Support	Cisco Certified Internetwork Expert (CCIE), Information Technology Infrastructure Library (ITIL)	Lean6 Black Belt, PMP, ACP

*Primary only if directly related to the position being filled