



CAREER DEVELOPMENT ROADMAP

0545

Military Pay Series

PRIMARY FUNCTIONAL COMPETENCIES

Financial Management Systems
Decision Support
Financial Stewardship

Fundamentals and Operations of Military Pay
Concepts, Policies, and Principles of Payroll

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		Entry/Developmental	Fully Proficient	Lead Technician/Supervisor
Experience	.. FUNCTIONAL EXPERIENCE > ..	Develop technical proficiency in day-to-day/routine military pay assignments, i.e., SCD changes, leave processing, and other standard entitlement cases	BROADENED EXPERIENCE > Build knowledge base and technical depth, and seek breadth in performing the full range of complex/comprehensive military pay transactions and entitlement determinations	LEADERSHIP .. Provide just-in-time on-the-job training on the full scope of military pay cases being worked for Developmental Technicians
	.. DEVELOP TECHNICAL PROFICIENCY >	Develop familiarity with military pay regulations, sufficient to research and interpret segments applicable to standard pay entitlement cases	Develop in-depth knowledge of military pay regulations (DoD FMR) in order to interpret and apply appropriate regulatory references to non-routine/challenging cases	Gain team leader/supervisory experience in financial management, military pay recording and reporting
	.. ESTABLISH UNDERSTANDING >	Establish an understanding of military pay systems sufficient to locate needed info within the systems	Seek experience with related FM functions / end-to-end processes to broaden perspective	Review/audit pay cases to ensure compliance with DoD FMR and related military pay regulations
	.. INNOVATE >		Create innovative ideas to improve work processes / resolve problems	Manage case distribution and workflow IAW Technicians' experience levels
	.. ROTATIONAL ASSIGNMENT >		Take a rotational assignment in another military pay organization with a different customer base or in an FM-related function	Develop coaching techniques and practices that assist employees in reaching their maximum potential
Leadership	Competencies DFAS Leadership Development Map	.. LEAD SELF > LEAD TEAMS/PROJECTS > LEAD PEOPLE
	Action	.. BUILD TACTICAL LEADERSHIP > DEVELOP OPERATIONAL > BUILD STRATEGIC LEADERSHIP SKILLS ..
	.. LEADERSHIP COMPETENCE	Seek mentor(s) / role models	Expand mentoring relationships / mentor employee(s) at Entry/Developmental level	Mentor/coach/advise others Seek a mentor who can advise on "leadership"
	Volunteer to participate on organizational improvement projects or other team initiatives	Seek opportunities to lead a segment of a team initiative or project	Offer to lead a project or team initiative or serve in a similar leadership capacity	
Education & Training	Certification	Achieve/Maintain FM Certification Level 1		
	Training	Lean 6 White Belt Training		Lean 6 Green Belt Training/Certification
	Education	Complete recommended foundational courses in GS-545 Training Plan and any service specific military pay training Maximize on-the-job training opportunities / shadow senior technicians on routine then complex cases	Pursue training outside of but related to military pay, i.e. Intro to DFAS Accounting Principles and other training that provides broadened perspective Offer to provide on-the-job training / shadowing opportunities to developmental employees Volunteer to cross-train on other teams/functions	Develop/refine leadership skills by way of DFAS Leadership Development courses
		Consider pursuing an Associate's or Bachelor's Degree in a field related to career aspirations		