

501, 505 and 560

Career Development Roadmap

Level of Responsibility

Entry/Developmental			Journeyman/Supervisor			Expert/Manager	Senior Leader
GS-07	GS-09	GS-11	GS-12	GS-13	GS-14	GS-15	SES

EXPERIENCE
EDUCATION & TRAINING

Develop Job Proficiency	Build Breadth and Broaden	Build Depth
Become proficient in one functional area.	Become proficient in a second functional area. Take a rotational assignment. Volunteer for a detail to another function.	Become an expert in your field. Become supervisor or manager.

BACHELOR'S DEGREE in Business Discipline	MASTER'S DEGREE
Earn DoD Financial Management (FM) Certification Level 2	Earn DoD FM Certification Level 3

Pursue Professional Certifications: CMA or CPA	
Enhanced Defense Financial Management Training Certified Government Financial Management Training	
Process Improvement L6 Green Belt Certification Lean6 Black Belt Certification	
Project Management Training	
Continuing Professional Education: (80 Hours every 2 years – minimum of 20 hours in any given year)	

LEADERSHIP

Leadership Development Courses New Supervisor Training Leading Others Situational Leadership Leading the Organization	
Develop Executive Core Qualifications	
Seek senior mentor & role model	Coach & Guide Subordinates Seek junior personnel to mentor
M E N T O R S H I P	
GET INVOLVED	
JOIN Professional Organizations VOLUNTEER to be a Committee Member	VOLUNTEER to be a Committee Chairperson VOLUNTEER to hold a Board position