# CAREER DEVELOPMENT ROADMAP

## PRIMARY FUNCTIONAL COMPETENCIES

### Financial Administration and Program Series
- **Financial Management Systems**
- **Decision Support**
- **Financial Stewardship**
- **Financial Management Analysis**
- **Concepts, Policies and Principles of Finance**
- **Financial Reporting**

### 0501: Financial Administration and Program Series

<table>
<thead>
<tr>
<th>Entry/Developmental</th>
<th>Journeyman or Supervisor</th>
<th>Expert or Manager</th>
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</thead>
<tbody>
<tr>
<td><strong>FUNCTIONAL EXPERIENCE &gt;</strong></td>
<td><strong>BROADENED EXPERIENCE &gt;</strong></td>
<td><strong>STRATEGIC LEADERSHIP</strong></td>
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<tr>
<td>Build foundation of knowledge in primary discipline</td>
<td>Build technical depth and seek broadening assignments</td>
<td>Build depth of increased scope (bigger picture)</td>
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<tr>
<td>Develop technical proficiency in one functional area</td>
<td>Develop technical proficiency in second functional area or alternate discipline</td>
<td>Consider cross-functional career broadening or gain experience in additional FM discipline</td>
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<tr>
<td>Develop understanding of DFAS strategy and mission, as related to your job</td>
<td>Seek to develop an enterprise level perspective</td>
<td>Operationalize DFAS strategy for multi-level organization</td>
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<tr>
<td>Develop basic analytical and decision support skills</td>
<td>Develop/demonstrate full proficiency in decision support</td>
<td>Progress to making decisions that potentially have enterprise-wide impact</td>
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<td>Pursue lead/supervisory experience in primary discipline</td>
<td>Gain managerial experience in primary discipline</td>
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<td>Explore organizational/geographic mobility i.e., rational assignment in FM-related function</td>
<td>Serve as agency expert in your function</td>
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### LEAD SELF >
- **LEAD TEAMS/PROJECTS >**
- **LEAD PEOPLE >**
- **LEAD ORGANIZATIONS**

#### LEAD SELF >
- Seek mentor(s) / role models
- Participate in professional organizations and/or volunteer to help with a project
- Establish a professional network

#### LEAD TEAMS/PROJECTS >
- Expand mentoring relationships/mentor others
- Serve on/lead professional committees and/or volunteer to lead/co-lead a project
- Expand professional network

#### LEAD PEOPLE >
- Develop/demonstrate full proficiency in decision support
- Serve on/lead professional boards and/or volunteer as a workgroup advisor
- Expand professional network

#### LEAD ORGANIZATIONS
- Coach/advise others
- Serve on/chair professional boards and/or volunteer as a workgroup advisor
- Cultivate and leverage relationships

### LEAD ORGANIZATIONS

#### LEAD ORGANIZATIONS
- Executive Education
- Succession Program
- DFAS Leadership Coaching Program
- Enterprise Leadership Program

### LEAD ORGANIZATIONS

#### LEAD ORGANIZATIONS
- Leadership Development Courses
- DFAS Leadership Coaching Program
- Enterprise Leadership Program
- Succession Program
- Executive Education

### LEAD ORGANIZATIONS

#### LEAD ORGANIZATIONS
- Complete recommended foundational FM training in GS-501 Training Plan
- Analytical and Decision Support Skills/Tools
- FM-related Bachelor’s Degree

#### LEAD ORGANIZATIONS
- Process Improvement / Lean 6 Training/Certification (various levels)
- Project Management Training
- FM-related Master’s Degree

### LEAD ORGANIZATIONS

#### LEAD ORGANIZATIONS
- Pursue at least one FM-related test-based certification
- Achieve/Maintain FM Certification Level 2
- Achieve/Maintain FM Certification Level 3