

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

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.

EDUCATION & TRAINING

BACHELOR'S DEGREE in Accounting	MASTER'S DEGREE in Business or IT related field
Earn DoD Financial Management (FM) Certification Level 2	Earn DoD FM Certification Level 3
	Pursue Professional Certifications: CPA and CISA, CIA or CFE
Government Audit Training 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