# Career Development Roadmap

## Level of Responsibility

<table>
<thead>
<tr>
<th>Entry/Developmental</th>
<th>Journeyman/Supervisor</th>
<th>Expert/Manager</th>
<th>Senior Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>GS-07</td>
<td>GS-09</td>
<td>GS-11</td>
<td>GS-12</td>
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<td>GS-13</td>
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<td>GS-15</td>
<td>SES</td>
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</tbody>
</table>

## Develop Job Proficiency
- Become proficient in one functional area.

## Build Breadth and Broaden
- Become proficient in a second functional area.
- Take a rotational assignment.
- Volunteer for a detail to another function.
- Become a team leader or supervisor.

## Build Depth
- Become an expert in your field.
- Become a manager.

## Education & Training

### Bachelor’s Degree
- Basic Functional courses
  - i.e. Basic Staffing

### Master’s Degree
- Intermediate Functional courses
  - Basic Functional Courses in 2nd area
- Advanced Functional Courses
  - L6 Green Belt Certification
  - Lean6 Black Belt Certification
- Budget and Finance Training
- Project Management Training

### Continuing Professional Education: (80 Hours every 2 years – minimum of 20 hours in any given year)

## Leadership Development Courses
- New Supervisor Training
- Leading Others
- Situational Leadership
- Leading the Organization

## Develop Executive Core Qualifications
- Coach & Guide Subordinates
- Seek senior mentor & role model

## Mentorship

## Get Involved
- JOIN Professional Organizations
- VOLUNTEER to be a Committee Chairperson
- VOLUNTEER to be a Committee Member
- VOLUNTEER to hold a Board position

## Process Improvement
- Pursue Professional Certifications: PHR, SPHR, LAW, CPLP, CCP

## Experience

## Leadership