

FINANCIAL MANAGEMENT

CIVILIAN FORCE CAREER ROADMAP FOR FUNCTIONAL EXPERTS/LEADERS



BASIC (GS 1 - 9)

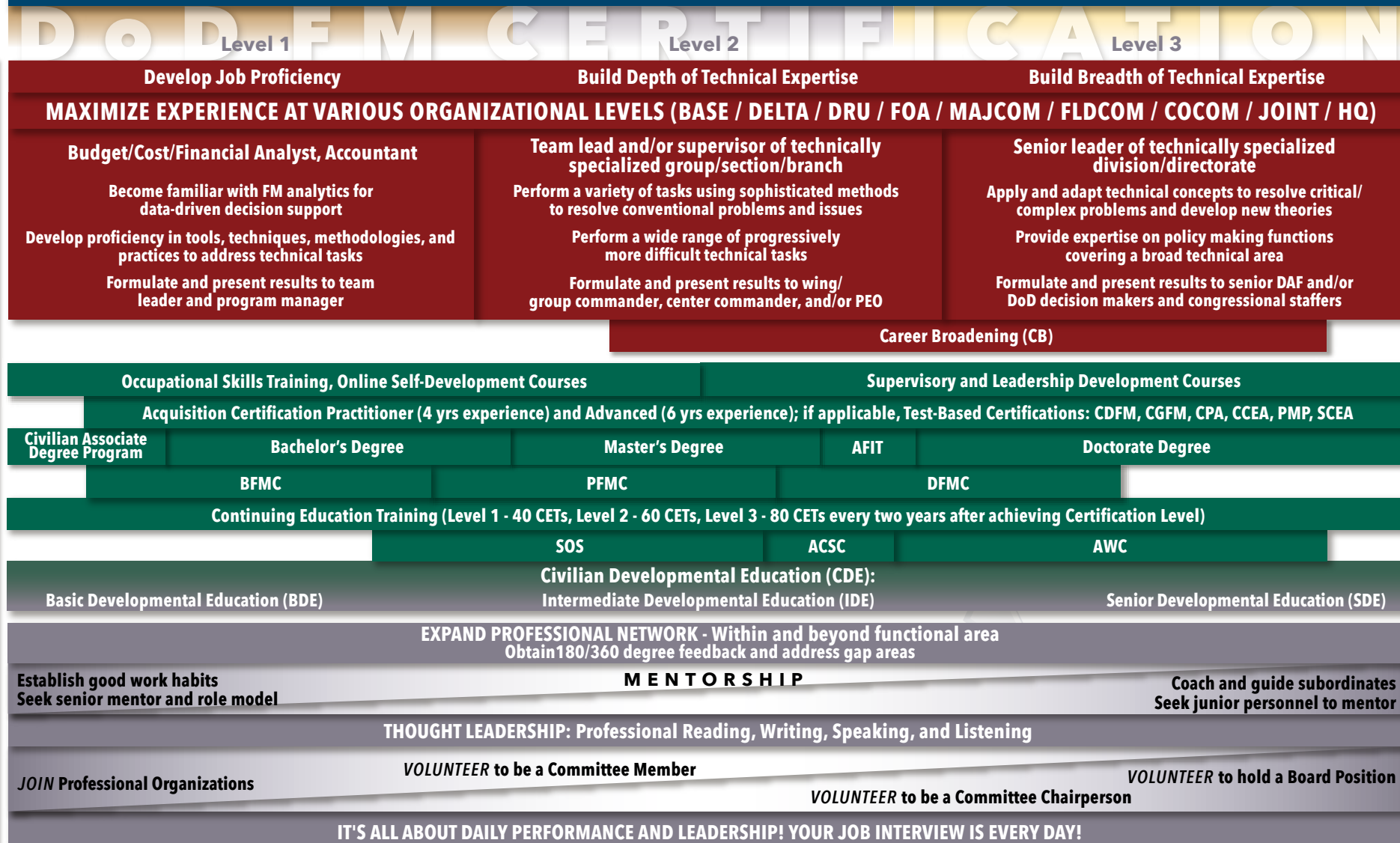
INTERMEDIATE (GS 10 - 13)

ADVANCED/EXPERT (GS 14 & ABOVE) SL

TECHNICAL
EXPERIENCE

EDUCATION
& TRAINING

LEADERSHIP



Developing Self

FOUNDATIONAL COMPETENCIES

Developing Ideas

Developing Others

Developing Organizations

OCCUPATIONAL COMPETENCIES

Financial Operations

Accounting

Budget Formulation and Execution

Internal Controls and Audit

Program Control

Cost Estimation

Financial Analysis



FINANCIAL MANAGEMENT

Civilian Force Career Roadmap for Functional Experts/Leaders

"Force Development develops foundational and occupational competencies in all Airmen through education, training, and experience opportunities to satisfy current and future Air Force mission requirements."

- DAFI36-2670, Total Force Development

This roadmap depicts the corporate view of the typical employee who has elected to pursue the FM civilian functional expert career plan. You should consider personal choices and the availability of employment opportunities in developing realistic career expectations. The typical career path makes it incumbent on you to take advantage of experiential, educational, and training opportunities. This will improve your opportunities for progression along your chosen career path.

Experience

Develop your **functional expert** skills by seeking job opportunities to increase your financial management proficiency. Apply for positions emphasizing different skills within your specific technical specialty. Focus on building both institutional and occupational competencies throughout your career.

BASIC

(GS 1 - 9/Equivalent)

Education & Training

Earn your bachelor's degree in a related field. Look for distance learning courses to enhance your knowledge, and take advantage of local training opportunities. Earn your DoD FM Certification Level 1 and, if applicable, your Acquisition certification.

Leadership

Your ability as a leader can be further honed through deliberate development built upon **experience, education, and training**. Any Airman can be a leader and positively influence those around them to accomplish the mission. Effective leadership motivates and inspires by creating a vision of the end-state and keeps Airmen moving in the right direction to achieve it. Grow your competence in leading by volunteering on the board of professional organizations, becoming a supervisor, or engaging as team lead on smaller projects. Use this roadmap, in tandem with the **FM Values Target** wheel, to identify opportunities in education, training, and leadership and always discuss growth opportunities with your supervisors and mentors.

Experience

As you continue to add depth to your **functional expertise** and related competencies, build upon your potential through career broadening, Education with Industry, Joint opportunities, or other experiential rotations/details.

INTERMEDIATE

(GS 10 - 13/Equivalent)

Education & Training

Continue your education by earning a master's degree in a related field. Grow your leadership capability by seeking Intermediate Developmental Education opportunities such as Air Command and Staff College. In addition to completing the appropriate DoD FM Certification Level and, if applicable, requirements for DAWIA certification, earn relevant test-based certifications.

Experience

Continue to build greater breadth by applying for positions within your chosen **functional expert** skills area in other organizations. Seek opportunities for gaining **functional expertise** through deployments and fellowships.

ADVANCED/EXPERT

(GS 14 & Above/Equivalent)

Education & Training

Continue to hone your **functional expert** knowledge by seeking a doctorate degree in your chosen field of expertise. Seek Senior Developmental Education opportunities such as National War College or the Eisenhower School to build on your broader military-related skills. Complete the appropriate DoD FM Certification Level, and use opportunities such as Leadership Development Courses to enhance your leadership skills.