

FINANCIAL MANAGEMENT



CIVILIAN FORCE CAREER ROADMAP FOR FUNCTIONAL EXPERTS/LEADERS

BASIC (GS 1 - 9)

INTERMEDIATE (GS 10 - 13)

ADVANCED/EXPERT (GS 14 & ABOVE) SL

D O D E M C E R T I F I C A T I O N

TECHNICAL EXPERIENCE

EDUCATION & TRAINING

LEADERSHIP

Level 1	Level 2	Level 3
Develop Job Proficiency	Build Depth of Technical Expertise	Build Breadth of Technical Expertise
MAXIMIZE EXPERIENCE AT VARIOUS ORGANIZATIONAL LEVELS (BASE / DELTA / DRU / FOA / MAJCOM / FLDCOM / COCOM / JOINT / HQ)		
Budget/Cost/Financial Analyst, Accountant Become familiar with FM analytics for data-driven decision support Develop proficiency in tools, techniques, methodologies, and practices to address technical tasks Formulate and present results to team leader and program manager	Team lead and/or supervisor of technically specialized group/section/branch Perform a variety of tasks using sophisticated methods to resolve conventional problems and issues Perform a wide range of progressively more difficult technical tasks Formulate and present results to wing/group commander, center commander, and/or PEO	Senior leader of technically specialized division/directorate Apply and adapt technical concepts to resolve critical/complex problems and develop new theories Provide expertise on policy making functions covering a broad technical area Formulate and present results to senior DAF and/or DoD decision makers and congressional staffers

Career Broadening (CB)

Occupational Skills Training, Online Self-Development Courses		Supervisory and Leadership Development Courses		
Acquisition Certification Practitioner (4 yrs experience) and Advanced (6 yrs experience); if applicable, Test-Based Certifications: CDFM, CGFM, CPA, CCEA, PMP, SCEA				
Civilian Associate Degree Program	Bachelor's Degree	Master's Degree	AFIT	Doctorate Degree
BFMC		PFMC	DFMC	
Continuing Education Training (Level 1 - 40 CETs, Level 2 - 60 CETs, Level 3 - 80 CETs every two years after achieving Certification Level)				
SOS		ACSC	AWC	

Basic Developmental Education (BDE)	Civilian Developmental Education (CDE): Intermediate Developmental Education (IDE)	Senior Developmental Education (SDE)
-------------------------------------	---	--------------------------------------

EXPAND PROFESSIONAL NETWORK - Within and beyond functional area
Obtain 180/360 degree feedback and address gap areas

Establish good work habits Seek senior mentor and role model	MENTORSHIP	Coach and guide subordinates Seek junior personnel to mentor
---	-------------------	---

THOUGHT LEADERSHIP: Professional Reading, Writing, Speaking, and Listening

JOIN Professional Organizations	VOLUNTEER to be a Committee Member	VOLUNTEER to hold a Board Position
VOLUNTEER to be a Committee Chairperson		

IT'S ALL ABOUT DAILY PERFORMANCE AND LEADERSHIP! YOUR JOB INTERVIEW IS EVERY DAY!

Developing Self	FOUNDATIONAL COMPETENCIES Developing Ideas Developing Others			Developing Organizations		
Financial Operations	Accounting	Budget Formulation and Execution	Internal Controls and Audit	Program Control	Cost Estimation	Financial Analysis
OCCUPATIONAL COMPETENCIES						



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)

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.

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)

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.

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)

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.

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.