

# FINANCIAL MANAGEMENT

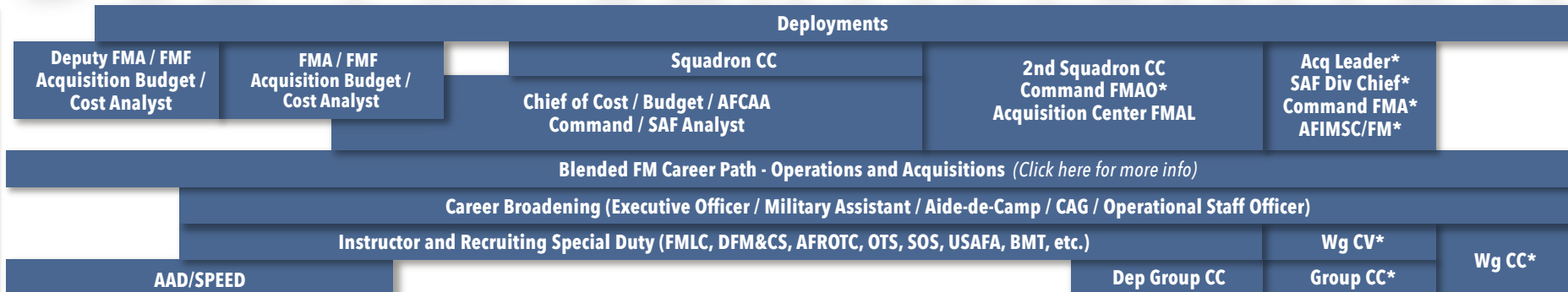


Years of Service *Commissioned*

OFFICER FORCE CAREER ROADMAP (AFSC 65FX/65WX)



EXPERIENCE



EDUCATION & TRAINING



LEADERSHIP



\* SAF/FM experience desired

# FINANCIAL MANAGEMENT

## Officer Force Career Roadmap



"I'm firmly convinced that leaders are not born; they're educated, trained, and made, as in every other profession.

To ensure a strong, ready Air Force, we must always remain dedicated to this process."

- General Curtis E. LeMay, 5th Chief of Staff, United States Air Force

### What do I need to do to make Officer Force Development work for me?

The FM Development Team (DT) uses your records to evaluate and provide development opportunities for you. To get the most out of Officer Force Development, you should:

- Make sure your records—ROP, OPR, training reports, decorations, SURF, Data Verification Brief on Virtual Military Personnel Flight, and, most importantly, your ADP—are current and correct. These records are what meet the board, so think of them as your direct line of communication to the FM DT of your goals, desires, and preferences.
- Seek mentoring advice.
- **Your current job is most important. Do your very best every day.**

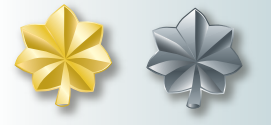
### Experience

You must build your functional FM expertise through diverse work experiences. Develop your **decision support** skills by completing at least one assignment at base level in the comptroller squadron and/or one assignment at a space or acquisition center. Also, consider other experiential opportunities to enhance your leadership skills such as deployment, executive officer, or ROTC/PME instructor positions. Your focus at this stage of your career should be to learn all you can at every job.



### Experience

Seek comptroller squadron command. In addition to command, your greatest job experiences are the successful completion of deployment tours. The experiences you gain within the Department of the Air Force, command, and deployment tours add to your credibility. Continue to build on your breadth and depth by gaining MAJCOM/FLDCOM and higher headquarters experience. A Pentagon tour is paramount for bringing all the pieces together and will serve as a springboard for senior-level assignments later in your career.



### Education & Training

Completing online training is important as you build your FM knowledge base. Hundreds of online courses are available via the **myLearning** and **FM myLearn** to support your continuous learning requirements. The Keesler AFB FM Learning Center emphasizes your **decision support** skills in the BFMIC. Obtain your appropriate DAWIA certification. Complete your master's degree using tuition assistance or through the various advanced academic degree programs (e.g., AFIT Master of Science Degree in Cost Analysis). Develop your warfighting awareness as your organization's unit deployment manager. Focus on building both institutional and occupational competencies throughout your career guided by the DoD FM Certification Program.

### Education & Training

Seek Intermediate Development Education (e.g., ACSC) as a Major and Senior Development Education (e.g., AWC) as a Lieutenant Colonel. Earn your test-based certification (e.g., CDFM, CGFM, CCEA), complete DFMC for your strategic-level decision support skills, and continue taking courses to achieve and maintain your DoD FM Certification. Along with test-based certifications, adopt a life-long learning approach to your career to ensure continued opportunities for growth. Remember, preparation + opportunity = success!

### Leadership

Your ability to lead is your primary value to the Air Force. Your deliberate development improves your leadership by living Air Force core values, developing institutional competencies, acquiring professional and technical competence, and then acting on such abilities to accomplish the organization's mission, while taking care of people. 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.

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Years of Service Commissioned **BLENDED FM CAREER PATH—OPERATIONS AND ACQUISITIONS (AFSC 65FX/65WX)**



**ACQ PATH 1**  
(NEW  
ACCESSION  
ROLES)

**ACQ PATH 2**  
(NEW  
MID-TIER  
ROLES)

**ACQ PATH 3**  
(NEW  
MID-TIER  
ROLES)

**ACQ PATH 4**  
(EXISTING  
MID-TIER  
ROLES)

AFIT	Cost Analyst / AFCAA	FMA / FMF Command Analyst SAF Analyst	Chief of Cost / Budget / AFCAA	Squadron CC	FMAL SPO CFO	Command / SAF Branch Chief AFWIC / A8	ACQ Leader
DAWIA Practitioner		DAWIA Advanced					
Acq Budget / Cost Analysis	2nd Program Office Acq Budget Cost Analyst	FMA / FMF	Chief of Cost / Budget / AFCAA	Squadron CC	SAF/AQ PEM Command / SAF A5/8 / SAF/LL / SAF/FML / SAF/FMBL	FMAL SPO CFO	ACQ Leader
DAWIA Practitioner		DAWIA Advanced				SAF/FMBI AFWIC/A8 SAF/FMC/AFCAA	
Acq Budget / Cost Analysis	AFIT	Cost Analyst	Command / FM	Squadron CC	SAF/AQ PEM SAF/FMBI Command / SAF A5/8	FMAL SPO CFO	Command / SAF Branch Chief AFWIC/A8
DAWIA Practitioner		DAWIA Advanced					
Deputy FMA / FMF	AFIT	Cost Analyst	Chief of Cost / Budget / AFCAA	Squadron CC	2nd Squadron CC	FMAL	SAF/FMBI AFCAA
			DAWIA Practitioner	DAWIA Advanced			

## BLENDED FM CAREER PATH:

To give FM officers options of a career path that combines experience with both Operations and Acquisition, four blended career paths are depicted above.

### PATH DEFINITIONS

#### ACQ PATH 1 NEW ACCESSION ROLE:

Represents officers who start out attending AFIT, then are assigned to a field office performing Acquisitions, and transition into an Operations position around the 3rd assignment.

#### ACQ PATH 2 NEW MID-TIER ROLE:

Represents officers whose first 2 assignments are in Acquisitions then transition into an Operations position around the 3rd assignment, followed by a Chief of Cost/Budget in Acquisitions position, then eligible for a squadron commander tour. Once complete, they have the opportunity of higher headquarters Acquisition leadership roles.

#### ACQ PATH 3 NEW MID-TIER ROLE:

Represents officers with an assignment to Acquisitions, then attend AFIT with a follow-on to another Acquisition position, and then cross over to Operations around the 4th assignment and become eligible for a squadron command tour. Once complete, they have the opportunity of higher headquarters Acquisition leadership roles.

#### ACQ PATH 4, EXISTING MID-TIER ROLE:

Represents those officers whom start out with an assignment in Operations, then attend AFIT with a follow-on to an Acquisitions position. This path tends to encompass multiple squadron command tours.