

FINANCIAL MANAGEMENT



Level of Responsibility

CIVILIAN FORCE DEVELOPMENT ROADMAP

DEVELOPMENTAL (GS 1 – 9)

JOURNEYMAN (GS 10 – 13)

EXPERT (GS 14 & ABOVE)

SES

D O D Level 1 **F M** Level 2 **C E R T I F I C A T I O N** Level 3

EXPERIENCE

MAXIMIZE EXPERIENCE AT VARIOUS ORGANIZATIONAL LEVELS (BASE LEVEL / CENTER / DRU / FOA / MAJCOM / JOINT / HQ)

Develop Job Proficiency and Build Depth

Operations Research Analyst
Accounting Lead
NAFFA
Financial Advisor

Financial Analyst
Budget Analyst
Resource Advisor
Program Analyst

Cost Analyst
Accountant
Financial Manager

Build Breadth

Branch Chief
Division Chief
Budget Chief
FMA Chief
SPO FM Director
Senior Program Analyst

Deputy Comptroller
Comptroller / FM Director
NAFFA
Technical Director
Director of Financial Analysis

Senior Budget Analyst
Senior Systems Accountant
Senior Cost Analyst
Joint/Other Federal Agencies
Div Chief
Product/Logistics Center FM

Career Broadening / Career Enhancement / Leadership Development: Deployment Opportunities, Cross Functional, Other Services, Other Federal Agencies, DoD, CSLP, Joint, Deputy MSG Commander

Bachelor's Degree

Master's Degree

BFMOC

PFMC

AFIT

DFMC

Occupational Skills Training: FM DLC, OJT, DAU

Leadership Development Courses

Supplementary Courses
FMP FMC

Pursue Test-Based Certifications: CDFM, CGFM, CPA, CCEA, SCEA
Continuing Professional Education (80 hours every 2 years – minimum of 20 hours in any given year)

Acquisition Certification Level I, if applicable

Acquisition Certification Level II/III, if applicable

Continue to Enhance Skills

Primary Developmental Education

New Employee Orientation

Civilian Acculturation Leadership Training

First Time Supervisor's Course

DCELP SOS

Intermediate Developmental Education

(ACSC, ACSC-OLMP, ELDP, AAD, EWI, Fellowships)

Senior Developmental Education

(AWC, DSLDP, Eisenhower School, Fellowships)

Summit DE (CCL, ELS, Fellowships)

TACTICAL EXPERTISE

OPERATIONAL COMPETENCE

STRATEGIC VISION

Establish good work habits
Seek senior mentor and role model

MENTORSHIP

Coach & 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 be a Committee Chairperson

VOLUNTEER to hold a Board Position

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

INSTITUTIONAL COMPETENCIES

Embodying Air Force Culture

Fostering Collaborative Relationships

Employing Military Capabilities

Communicating

Leading People

Enterprise Perspective

Strategic Thinking

Managing Organizations and Resources

OCCUPATIONAL COMPETENCIES

Financial Operations

Accounting

Budget Formulation and Execution

Financial Governance

Program Control

Cost Estimation

Financial Analysis

EDUCATION & TRAINING

LEADERSHIP

FINANCIAL MANAGEMENT



Civilian Force Development Roadmap

“Force Development takes individual capabilities and, through education, training, and experience, produces skilled, knowledgeable, and competent Airmen [civilian and military] who can apply the best tools, techniques, and procedures to produce a required operational capability. We prepare Airmen [civilian and military] for leadership by optimizing experiences and skills and by developing capabilities to meet any challenge.”

– AFDD I-I, *Leadership and Force Development*

The FM civilian roadmap depicts the corporate view of the typical employee. 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 training, educational, and experiential opportunities. This will improve your opportunities for progression along your chosen career path.

Experience

Develop your **decision support**

skills by seeking job opportunities to increase your financial management proficiency. Apply for positions emphasizing different duties. This variation enhances your potential.

DEVELOPMENTAL
(GS 1 – 9)

Education & Training

Earn your bachelor’s degree. Look for distance learning courses to enhance your **decision support** skills. Maximize local training opportunities. Earn your DoD FM Certification Level 1 and, if applicable, your Acquisition certification (Level I). Focus on building both institutional and occupational competencies throughout your career.

Leadership

Your ability as a leader is derived from innate capabilities and built from **experience, education, and training**. Your deliberate development improves your leadership by embodying Air Force core values, developing institutional competencies, acquiring professional and technical competence, and then using your new abilities to accomplish the organization’s mission, while taking care of people. Leadership does not equal command...any Air Force employee can be a leader and can positively influence those around him or her.

Experience

Continue to add depth to your technical

expertise and seek job opportunities to build breadth of your **decision support** skills. Mobility enables you to optimize growth opportunities and broadens your professional perspective. Leverage your high potential through career-broadening positions.

JOURNEYMAN
(GS 10 – 13)

Education & Training

Continue your education by earning a master’s degree. Build on your **decision support** skills by completing Air Force FM training (e.g., PFMC and DFMC). Develop your leadership capabilities by seeking Intermediate Developmental Education (e.g., ACSC). Earn your test-based certification (e.g., CDFM, CCEA). Complete the appropriate DoD FM Certification Level and, if applicable, complete your requirements for Level II/III APDP Acquisition certification.

Experience

Continue to build greater breadth by applying for

positions in other organizations. Seek opportunities for gaining strategic **decision support** experience through deployments, fellowships, and EWI.

EXPERT
(GS 14 & Above)

Education & Training

Continue to hone your **decision support** skills by seeking Senior Developmental Education opportunities such as Air War College. Complete the appropriate DoD FM Certification Level and continue enhancing your skills through opportunities such as Leadership Development Courses.