Business Financial Management Career Model

Functional Experience | Broadening | Strategic Leadership

Senior Executive

Career Timeline: NH-02/GS7-11 → NH-03/GS12-13 → NH-04/GS14-15

Years of Service: 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

Leader Development

- Leadership (Foundation)
- Leadership (Intermediate)
- Leadership (Advanced)
- Senior Enterprise Talent Mgmt
- Leadership (Basic)
- Supervisor Development Course (SDC)

Acq Program Opportunities

- Defense Civilian Emerging Leaders Program (DCELP)
- Acquisition Leadership Challenge Program (ALCP) I
- Acquisition Leadership Challenge Program (ALCP) II
- Acquisition Leadership Challenge Program (ALCP) B
- Competitive Development Group/ Army Acq Fellowship (CDG/AAF) Program
- Acquisition Tuition Assistance Program (ATAP), School of Choice (SOC)(BA/BS/MA,MS), Naval Post Graduate School – Masters of Science in Program Management (NPS-MSPM), Student Loan Repayment Program
- Executive Leadership Development Program (ELDP)

Typical Assignments

- Business Manager
- Financial Management
- Budget Analyst
- Financial Analyst
- Operations and Research Analyst
- Mathematician
- Management and Program Analyst

- Lead Business Manager
- Lead Financial Management
- Budget Analyst
- Financial Analyst
- Operations and Research Analyst
- Mathematician

- Senior Budget Analyst
- Senior Financial Analyst
- Senior Operations and Research Analyst
- Supervisory Financial Analyst
- Supervisory Budget Analyst
- Supervisory Operations and Research Analyst

CAP/ KLP**

KLP and Qualification Criteria and Policy Memo

Critical Acquisition Position (CAP): All acquisition workforce supervisory positions in grades GS-14/NH-04 and above

- Program Lead – Business Financial Mgr

Competencies

- Budget Formulation
- Budget Execution
- Milestone Review
- Programming and Budget Process
- Accounting
- Financial Oversight

- All NH-02 Competencies +
- Risk Management
- Contracting Oversight
- EVM Fundamentals
- Retention, Disclosure, and Reporting of Business information

- All NH-03 Competencies +
- Business Process Improvement
- EVM Compliance/Surveillance
- Auditing Processes
- Configuration/Data Management
- Professional Competencies (i.e. team building, analytical thinking, leadership)

Professional Development

- *DAWIA Cert Level I (Primary ACF)
- *(DAWIA Cert Level II (Primary ACF)
- *DAWIA Cert Level III (Primary ACF)
- DAWIA Cert Level I-III (Secondary ACF)
- Army Acquisition Corps Membership (AAC)

CIV Ed

- BS Degree
- Graduate Level Education (Business Discipline)
- Senior Service College(SSC) or DAU-SSCF

* Indicates Mandatory Requirement
** ACAT I/IA

For more information, visit Army DACM Office

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