

Civilian Business Financial Mgmt Career Model

Civilian Career Planning : Steps to Planning your Acquisition Career

	Functional Experience NH-02/GS7-11	Broadening NH-03/GS12-13	Strategic Leadership NH-04/GS14-15	SES
DoD Leader Development	CES Leadership (Basic)	CES Leadership (Intermediate)	CES Leadership (Advanced) DoD Public Private Talent Exchange (PTE)	CESL – Strategic Leadership CESL – Business Transformation
	Army Civilian Education System (CES) Foundation	Supervisor Development Course (SDC) - Intro Enterprise Civilian Talent Development Programs (ECTDP) - Entry/Mid-Level	Executive Leadership Development Program (ELDP) Enterprise Civilian Talent Development Programs (ECTDP) - Senior Level Senior Service College (Resident)	Supervisor Development Course-Executive Level (SDC-EX)
Army DACM Office Acquisition Leader Program Opportunities	Defense Civilian Emerging Leaders Program (DCLEP) Inspiring and Developing Excellence in Acquisition Leaders (IDEAL) ALCP B	Acquisition Leadership Challenge Program (ALCP) I Leadership Excellence and Acquisition Development (LEAD)	ALCP II ALCP III DAU Senior Service College Fellowship (SSCF)	
	Acquisition Tuition Assistance Program (ATAP), Naval Postgraduate School – Masters of Science in Systems Engineering (MSSE) or Program Management (NPS-MSSPM) (GS11-15), Student Loan Repayment Program (SLRP)			
Assignments and Milestones*	<ul style="list-style-type: none"> Accountant Budget Analyst Program Analyst Resource Analyst 	<ul style="list-style-type: none"> Accountant Budget Analyst (Lead) Program Analyst Resource Analyst 	<ul style="list-style-type: none"> Accountant Budget Analyst/Officer Business Manager Program Analyst (Senior) Resource Analyst (Senior) Supervisory Roles 	<ul style="list-style-type: none"> DASA (PPR)
			<p>CRITICAL ACQUISITION POSITION (CAP): AAW Supervisory positions in GS14/NH-04 and up</p> <p>KEY LEADERSHIP POSITIONS (KLP): ACAT I/IA Business Financial Manager</p>	
Leader Prof. Development Competencies	AWQI: Acquisition Workforce Qualification Initiative (AWQI) Homepage , AWQI eWorkbook Download and User Guide , CLA Athena: Leader Self Development Resources			
CIV Education	Bachelors Degree in Acquisition-Related Field Preferred	Masters Degree in Acquisition-Related Field Preferred		
AAW Requirements	DAWIA Cert Level –BUS-FM Practitioner	DAWIA Cert Level – BUS-FM Advanced		
	Business Financial Management/Cost Estimating-Specific Credentials (see DAU iCatalog for most up-to-date credential info)** Annual Continuous Learning Points (CLPs) –80 CLPs in a two-year period per statute. Army Acquisition Functional Leaders (AAFL) Recommended Continuous Learning Subject Areas			

*Positions listed are not all inclusive of the grade identified
** Credentials are not required, but a highly encouraged component of continuous learning

