



# Department of the Air Force

## Civilian Career Roadmap for **Functional Experts/Leaders**

	BASIC <small>(GS 1/equiv)</small>	INTERMEDIATE	ADVANCED/EXPERT <small>(SL/ST)</small>
<b>EXPERIENCE</b>	Develop entry-level technical depth/proficiency and relevant mission knowledge in primary discipline	Further hone technical depth and mission knowledge in primary discipline; seek breadth within functional area of expertise in local area	Gain advanced technical expertise and pursue breadth as relevant within functional area of expertise
	Establish record of sustained high performance	Gain experience at sustained high performance levels and at increasing levels of responsibility, impact, and mission accomplishment	Develop record of superior accomplishments that align to Functional/Technical Qualifications
	Seek technical experience at Flight, Squadron, Delta, or Wing levels in multiple positions to establish depth of knowledge	Seek further technical experience and depth development in primary/related functions at Installation, Group, or MAJCOM/FIELD COM levels (if available in local area)	Gain advanced technical expertise in primary discipline to develop into a recognized functional expert; Seek managerial experience within functional area
<b>EDUCATION &amp; TRAINING</b>	Associate's Degree or Bachelor's Degree (if series requires) in primary functional discipline	Bachelor's Degree in primary functional discipline	Master's or Doctoral Degree in functional area of expertise
	Basic technical training in primary functional discipline	Intermediate technical training in primary functional discipline	Advanced Functional Training in primary functional discipline
	Basic leadership training as applicable to functional field (e.g., DCELP)	Intermediate Leadership Training as applicable to functional field (e.g., OLC, LWI, M&ST)	Senior Leadership Training specific to effectively leading people/organizations within primary functional discipline (e.g., CLC, EIG, LETC, LCI, LS, NISLS, UEL)
	Achieve Required Functional Certification(s) for level, if applicable (e.g. EIT, DAWIA, SPeD, DFMCP, SCWDP, Cyber etc.)	Achieve Required Functional Certification(s) for level, if applicable	Achieve Required Functional Certification(s) for level (if applicable)
<b>LEADERSHIP</b>	Basic Developmental Education (e.g., SOS) is optional and may be obtained via non-resident distance learning*	Intermediate Developmental Education (e.g., ACSC, ACSC On-line Masters, ACSC-SSS, SANDS, SAASS) is optional and may be obtained via non-resident distance learning*	Senior Developmental Education (e.g., CIC) is optional and may be obtained via non-resident distance learning*
	Seek mentors/coaches within functional area	Expand mentor and coaching relationships	Mentor/Coach within functional area of expertise
	Gain experience in leading teams and/or projects within functional area	Gain supervisory and/or additional leadership experience in functional area; Obtain initial/recurring supervisory training, if applicable	Gain leadership/managerial experience within functional area; Obtain recurring leadership/management training
	Assess foundational competencies; develop plan to address gaps within functional area of expertise	Obtain 180/360 degree feedback and address gap areas	Partner with a coach to further hone ability to lead within functional area of expertise
	Establish professional network within functional area	Further expand your professional network within functional area	As a recognized DAF functional expert, build and maintain relationships across DoD within area of expertise
Join/participate in professional orgs related to technical area of expertise	Serve/lead professional org committees related to technical area of expertise	Serve as tech advisor or Board member for professional organizations related to technical expertise	

### FOUNDATIONAL COMPETENCIES

Developing Self
Developing Ideas
Developing Others
Developing Organizations

\*Academic prerequisites apply - Details available on MyPers

\*\*Roadmap represents desired attributes



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## Civilian Career Roadmap **Definitions and Acronyms**

This roadmap is designed for civilians who aspire to be functional experts with deep technical knowledge in their field and/or aspire into functional-specific leadership roles up to and possibly including Senior-Leader, Scientific or Professional leader positions.

DEFINITIONS

### EXPERIENCE

As you progress through the Basic, Intermediate, and Advanced/Expert levels, you should first aim to develop technical depth, then further hone mission knowledge within your primary/related discipline. At advanced levels, gain advanced technical expertise and pursue breadth within your functional area of expertise in the local area. Focus on building both institutional and occupational competencies throughout your career. You should also develop a record of sustained high performance and superior accomplishments that align to Functional/Technical Qualifications.

### EDUCATION AND TRAINING

As you progress through the Basic, Intermediate, and Advanced/Expert stages of your career, pursue appropriate formal education, technical, and/or leadership training opportunities. Contact your organization’s training coordinator and/or the AFPC Civilian Development Office to learn about those various options. Maximize local training opportunities, seek distance learning courses to enhance your skills, and consider one of the many courses/programs available at mypers.af.mil. Basic, Intermediate, and Senior Developmental Education is optional for this path and may be acquired via non-resident distance learning. Continue to hone your technical knowledge by seeking a master’s or doctorate degree in your chosen field of expertise. Seek relevant test-based functional certifications within your primary discipline and maintain respective certification(s) by completing all applicable continuing education and training hours.

### LEADERSHIP

At the Basic level, build your leadership competence by exercising your professional network through mentor/coach relationships and professional organizations while gaining experience in leading teams/projects within your functional area. Observe how leaders around you lead those teams/projects and emulate behaviors you admire. At the Intermediate level, build a professional network, expanding mentoring/coaching relationships within your functional area. Seek leadership positions on professional committees related to your technical area of expertise. At the Advanced/Expert level, gain recognition as a DAF functional expert by building and maintaining relationships across DoD within your area of expertise, while serving as a technical advisor in a professional organization. As you progress, seek technical team leader or supervisory/managerial opportunities if desired, obtain continuous feedback, assess/address gap areas, then mentor/coach within your functional area of expertise.

ACRONYMS

- \* Air Command & Staff College (ACSC)
- \* Air Command & Staff College - Schriever Space Scholars (ACSC-SSS)
- \* College of Info & Cyberspace (CIC)
- \* Civilian Leadership Course (CLC)
- \* Defense Acquisition Workforce Improvement Act (DAWIA)
- \* Defense Civilian Emerging Leader Program (DCELP)
- \* Department of Defense Financial Management Certification Program (DFMCP)
- \* Excellence in Government (EIG)
- \* Eisenhower School, Nat’l Security & Resource Strategy (ES)
- \* ES Senior Acquisition Course (ES SAC)
- \* Headquarters (HQ)
- \* Leading Change & Innovation (LCI)

- \* Leading Effectively Through Change (LETC)
- \* Leading Strategically (LS)
- \* Leading With Impact (LWI)
- \* M&ST (Managerial & Supervisory Training)
- \* Nat’l & International Security Leadership Seminar (NISLS)
- \* Organizational Leader Course (OLC)
- \* School of Advanced Air and Space Studies (SAASS)
- \* School of Advanced Nuclear Deterrence Studies (SANDS)
- \* Security Cooperation Workforce Development (SCWDP)
- \* Squadron Officers School (SOS)
- \* Security Professional Education Development (SPED)
- \* Upgrading your Executive Leadership Approach (UEL)