









FINANCE AND COMPTROLLER ENLISTED 36B TALENT DEVELOPMENT

CAREER STAGE																																																
	0-4				4-8				8-12				12-18				18-22				22-30+																											
	LEVEL 1				LEVEL 2								LEVEL 3																																			
	Continuing Education Training (CET) required every two years after achieving Certification: Level 1 - 40 CETs; Level 2 - 60 CETs; Level 3 - 80 CETs																																															
INSTITUTIONAL DOMAIN	ASSOCIATE'S DEGREE PROGRAM								BACCALAUREATE DEGREE				MASTER'S DEGREE PROGRAM																																			
	DLC I		BLC		DLC II		ALC		DLC III		SLC		DLC IV		MLC		DLC V		SMC		DLC VI		NLC																									
	Business Analytics Course Financial Management 101								Ranger																																							
									Certified Defense/Government Financial Manager (CDFM/CGFM)								Master Fitness Course Lvl 2																															
																									Intermediate Data Analytics Course (IDAC) Army Comptroller Course (ACC)																							
																																	Equal Opportunity Leader SHARP Foundation Course															
																																									Drill Sergeant-Recruiter Inspector General Course							
	Instructor Course (AIT Course Director)																																															
									Master Resilience Training Course (MRT-C)																																							
GFEBS DL Courses																	Battle Staff				Training with Industry																											
												SARC/VA Career Course								Defense Comptrollership Program (DCP)																												
								DEVELOP JOB PROFICIENCY								BUILD DEPTH								BUILD BREADTH																								
KEY DEVELOPMENTAL EXPERIENCE					Team Leader				Squad/Section Leader				Platoon Sergeant Division G8				First Sergeant				AFMC SGM CORPS G8 USASOC G8				FORSCOM G8 ARCENT G8																							
	Disbursing Tech CVS Tech FST Tech FI Tech Budget Tech FST Clerk Disbursing Clerk CVS Clerk				Disbursing Analyst FST Analyst CVS Analyst Budget Analyst FST Analyst Accounting Analyst				SR Disbursing Analyst SR IC Analyst SR CVS Analyst SR Budget Analyst SR FI Ops Analyst SR FST Analyst SR FM Analyst				Disbursing Manager Banking Manager IC Manager Audit Manager Plans & OPs Manager FI Ops Manager Budget Manager FM Manager FI SPT Ops Manager				Plans & Ops Advisor Deputy Disbursing Officer (DDO) IC Advisor FM Advisor Budget Advisor				USAFMCOM G3 SETAF-AF G8 Plans and Ops SGM SR FM Advisor																											
CRITICAL EXPERIENCE																																																
BROADENING EXPERIENCE					Special Missions Unit (SMU)																																											
					Recruiter & Drill Sergeant												Course Director (AIT)																															
					Training Developer																																											
					3d U.S. Infantry Regiment (The Old Guard)								Career Management NCO (Proponency) Talent Mgmt. NCO (Branch Manager) Inspector General (IG) Senior Instruction (AIT) NCOA Small Group Leader (SLC) White House Military Office (WHMO)																																			
					Instructor (AIT) Security Forces Assistant Brigade (SFAB) NCOA Small Group Leader (ALC)																																											
									White House Communications Agency																																							
LOYALTY DUTY RESPECT SELFLESS SERVICE HONOR INTEGRITY PERSONAL COURAGE COMPETENCE																																																
LEADERSHIP & FM COMPETENCIES	LEAD SELF								LEAD TEAMS / PROJECTS								LEAD THE INSTITUTION																															
	Develop Solid Work Habits Seek Mentor(s) / Role Models								Mentorship								Mentor & Coach Subordinates Seek Individuals to Mentor																															
	Accountability Communication Conflict Management				Continual Learning Customer Service Decisiveness				Flexibility Influencing / Negotiating Interpersonal Skills				Leveraging Diversity Problem Solving Resilience				Team Building System Thinking People				Strategic Thinking Technical Credibility Data Analysis																											
	ATTENTION TO DETAIL CRITICAL & CREATIVE THINKING CUSTOMER FOCUS PLANNING & EVALUATING																																															
	• Accounting Analysis • Audit Reporting				• Audit Planning & Management • Advanced Financial Management				• Budget Execution • Budget Formulation, Justification & Execution				• Concepts, Policies, & Principles: Financial / Accounting / Audit / Budget Management • Decision Support				• Financial Management Analysis • Financial Management & Reporting Analysis				• Fundamentals & Operations: Financial Management / Accounting Audit / Budget																											

U.S. ARMY **FINANCE AND COMPTROLLER – 36B ENLISTED TALENT DEVELOPMENT**



CORPS MISSION

Finance Soldiers play a crucial role in the Army, managing fiscal resources to ensure missions are accomplished efficiently and effectively. Their responsibilities include budgeting, accounting, disbursing, and safeguarding funds, demanding a high level of integrity and competence. They are the backbone of financial operations, supporting commanders with informed resource allocation decisions.



FOUNDATIONAL SKILLS

Early in their career, Finance Soldiers focus on building foundational knowledge in financial management, including finance and resource management. This foundational expertise is vital for effectively managing Army resources and supporting the mission-critical needs of their units.



SPECIALIZATION

As Finance Soldiers progress, they are encouraged to develop specialized skills and leadership capabilities. Advanced training and educational opportunities allow them to hone their expertise in budgeting, auditing, and financial analysis, preparing them for more complex roles within the Army's financial management structure.



LEADERSHIP

Leadership development is a key focus for Finance Soldiers. From managing themselves and small teams to leading larger finance units, they must demonstrate commitment to Army values, operational understanding, and effective communication skills. Their ability to lead by example is essential for team cohesion and mission success.



DIVERSE OPPORTUNITIES

Finance Soldiers have diverse assignment opportunities, from working in Finance Battalions and Finance Companies to highly competitive positions in Special Operations and the White House Communications Agency. These assignments offer unique challenges and learning experiences, broadening their understanding of finance operations and resource management.



EXPERIENCE

Throughout their careers, Finance Soldiers are encouraged to pursue self-development through professional reading, civilian education, and credentialing programs. This continuous learning approach ensures they remain proficient in their field, ready to support the Army's mission with fiscal stewardship and strategic financial planning.



Cultivating a competent and effective Finance Integrator starts with developing the basic skills and attributes of a leader. Providing our enlisted Soldiers with a career path that will allow them to touch the different aspects of Financial Management and Comptroller profession, along with broadening opportunities outside the FM&C field, will ensure we build our Finance Integrators for the future fight.

– **SGM TERRY L. ANDERSON JR., FINANCE & COMPTROLLER SERGEANT MAJOR**

DoD FM CERTIFICATION

The DoD Financial Management Certification Program (DFMCP) requires DoD employees who perform FM functions to obtain and maintain their certification. One of the primary goals for the program is to encourage professional growth across all levels of the DoD FM workforce.

The DFMCP is based on completing required courses in specific areas of financial management & leadership but does not depend on passing a test. <https://fmonline.ousdc.osd.mil/Certification/Certification.aspx>

SCAN HERE to LEARN MORE

Training & Education

DEFENSE COMPTROLLERSHIP PROGRAM (DCP) – SYRACUSE UNIVERSITY



BASIC BUSINESS ANALYTICS CERTIFICATION (BAC) COURSE



INTERMEDIATE DATA ANALYTICS COURSE



ADVANCED BUSINESS ANALYTICS CERTIFICATION (ABAC) COURSE



Experience

ARMED FORCES BANK
TRAINING WITH INDUSTRY (TWI)



Competencies

ASA (FMC) – One Stop Shop



USAFMCOM



USA Finance & Comptroller Schoolhouse



For more information contact us at:

Email: usarmy.pentagon.hqda-asa-fm.mbx.safm-wdt@army.mil

