



CAREER STAGE

DOD FM CERTIFICATION



2 MAY 2024 // VERSION 07

FINANCE AND COMPTROLLER OFFICER 36A TALENT DEVELOPMENT

INSTITUTIONAL DOMAIN






TRAINING & EDUCATION

OPERATIONAL DOMAIN

KEY DEVELOPMENTAL EXPERIENCE

DEVELOPMENT BROADENING EXPERIENCE

LEADERSHIP & FM COMPETENCIES

TACTICAL		OPERATIONAL				STRATEGIC	
 BOLC	 CCC	 ILE	 SSC				
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							
BACCALAUREATE DEGREE		MASTER'S DEGREE					
		Army Congressional Fellowship					
		Defense Comptrollership Program (DCP)					
Fiscal Law							
Certified Defense Financial Managers (CDFM) Planning, Programming, Budgeting & Execution (PPBE) Business Objects (BOBJ)		Certified Defense Financial Manager Acquisition(CDFM-A) Advanced Business Analytics Course (ABAC) Defense Decision Support Course (DDSC)					
Business Analytics Course (BAC) GFEBS Foundations	GFEBS Cost Management					National Security Management	
	Army Comptroller Course (ACC) Joint Staff Intern Program	Executive Comptroller Course (ECC) Defense Financial Management Course (DFMC)					
	Training with Industry Intermediate Data Analytics Course (IDAC) GFEBS Intermediate Course			Senior Resource Management Course (SRMC)			
DEVELOP JOB PROFICIENCY		BUILD DEPTH			BUILD BREADTH		
Platoon Leader Deputy Disbursing Officer (DDO) Disbursing Agent (DA)	Brigade S-8 Company Commander Group/Regiment/SOF Budget Officer Disbursing Officer (D)	2 Star Command Deputy G-8 1 Star Command G-8 SFAC G-8 AFMC Disbursing Officer (DO) AFMC Chief of Internal Control Group/Regiment/SOF Comptroller Battalion XO Battalion S-3		G-8 Comptroller (CSL) Battalion Commander (CSL) ASCC G-8 Budget Execution Chief Corps Deputy G-8/Comptroller FIOC Director AFMC Deputy Director	Corps G-8/Comptroller (KDB) AFMC Director USASOC G-8/Comptroller (KDB) USASMDC G-8/Comptroller (KDB) INSCOM G-8/Comptroller (KDB) EUSA G-8/Comptroller (KDB)		
Battalion/Brigade Staff USAFMCOM Staff	Division/Corps/ASCC/USAFMCOM Staff G-8 Budget/Program Analyst Banking Officer	Corps/ASCC/ACOM/DA/USAFMCOM Staff Office of Chief Legislative Liaison (OCLL) 3-4 Star Command Budget Officer		Future Force Integration Directorate (FFID)	FC School Commandant		
ASA (FM&C) Staff							
		FC School Staff					
		ASCC/ACOM/OSD/DA/USAFMCOM Staff					
		Inspector General					
		Joint Assignment					
LOYALTY DUTY RESPECT SELFLESS SERVICE HONOR INTEGRITY PERSONAL COURAGE COMPETENCE							
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 & COMPTROLLER OFFICER 36A TALENT DEVELOPMENT





STEWARDSHIP

Army Finance Officers manage critical financial resources for military operations, ensuring units have necessary funds. As stewards of taxpayer money, they handle procurement, allocation, and oversight, supporting all Army efforts. Their responsibilities span budget development, financial planning, auditing, compliance, and finance operations like disbursing, accounting, and customer service. These roles are vital for maintaining the Army's financial integrity and operational readiness.



EXPERTISE

At the core of the Finance Officer's duty is a deep understanding of fiscal laws, regulations, and policies. This knowledge enables them to navigate the complexities of military finance, translating commanders' intents into actionable fiscal strategies. They maximize resource allocation, ensuring funds are used efficiently to achieve strategic goals, demonstrating an unwavering commitment to fiscal stewardship and accountability.



LEADERSHIP

Finance Officers are leaders and visionaries. Their ability to inspire confidence and integrity in their teams is paramount. Through a blend of technical expertise and leadership acumen, they guide their Soldiers in upholding the highest standards of financial ethics, embodying the Army values, and advancing the warrior ethos.



LEARNING

The career of an Army Finance Officer is marked by diverse opportunities for growth and development. From early career training in financial management principles to advanced roles in strategic planning and resource management, they gain a breadth of experience unparalleled in the civilian sector. This journey cultivates not only financial acumen but also critical thinking and leadership skills essential for high-stakes decision-making.



STRATEGY

A key to success for Finance Officers is continuous learning and professional development. By pursuing advanced degrees and certifications, they stay at the forefront of financial practices and technologies. This commitment to education enriches their capability to manage complex budgets, forecast financial needs, and provide strategic financial guidance to commanders at all levels.



VISION

Ultimately, the role of the Finance Officer transcends mere financial management; it's about leadership, innovation, and a relentless pursuit of excellence. As they navigate through their careers, they contribute significantly to the Army's mission, ensuring financial readiness and operational success. Their work underscores the critical link between sound financial practices and national security, highlighting the indispensable role of finance professionals in the military framework.



You are a member of a profession; always be professional. Use the career roadmap as a guide but remember, your manner of performance is the key; **set the bar high for you and your team and always inspire excellence.** You are your own best career manager, communicate frequently with your assignment officer. If you do this, the rest will take care of itself.

– LTG PAUL A. CHAMBERLAIN, MILITARY DEPUTY FOR BUDGET, OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY (FINANCIAL MANAGEMENT & COMPTROLLER)

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:

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