

Civilian Workforce Development Framework

	Entry Technical Lead Self	Journeyman Tactical Lead Teams/Projects/People	Expert Operational Lead Organizations/Programs	Executive Strategic Lead the Institution
DoD Leadership Competencies Enterprise Perspective	Flexibility, Resilience, Continual Learning, Service Motivation , Computer Literacy, Integrity/Honesty, Customer Service, Problem Solving, Technical Credibility, Interpersonal Skills, Oral Communication, Written Communication and Mission Orientation	Entry Level Competencies plus: Team Building, Accountability, Decisiveness, Influencing/Negotiating, DoD Mission and Culture, Human Capital Management, Leveraging Diversity, Conflict Management, Developing Others, DoD Corporate Perspective, National Security Foundation	Journeyman Level Competencies plus; Technology Management; Financial Management, Creativity and Innovation , Partnering Entrepreneurship, National Defense Integration, National Security Environment	Expert Level Competencies plus: Vision, External Awareness, Strategic Thinking, Political Savvy, Global Perspective, National Security Strategy Executive Core Qualifications: Lead People, Lead change, Results Driven, Building Coalitions, Business Acumen, Enterprise –Wide Perspective
Business Competencies Foundational to Leadership	Budget Basics ~ HR Basics ~ Contracting Basics ~ Project Management ~ Data Analytics Program Management ~ Continuous Process Improvement			
Supervision	Complete the Critical Transitions Online course to help determine ff Supervision is right for you. Available on TWMS at : https://twms.navy.mil/			
Technical Competencies Functional Communities Adapted from OPM proficiency scale definitions	<ul style="list-style-type: none">• Applies technical competency in simplest situations• Requires Guidance	<ul style="list-style-type: none">• Applies technical competency in difficult situations• Requires only occasional guidance	<ul style="list-style-type: none">• Applies technical competency in exceptionally difficult situations• Serves as key resources to others	<ul style="list-style-type: none">• Demonstrates technical credibility
Education and Professional Certifications As Applicable	Entry into a career field can be facilitated by a degree.			
	Bachelor’s Degree ~ Master’s Degree ~ Post Graduate Education			
	Enhance your understanding of the War Fighter’s Mission through various Professional Military Education opportunities.			
Experience	Gaining breadth of experience, either through work in different career fields or by working at different levels (e.g. field activity, headquarters, secretariat, DoD, and other agencies) can provide invaluable perspective.			
	Focus on Developing Technical Credibility / Proficiency	Focus in Developing Advanced Technical Breadth or Depth – 1st Level Supervision	Focus on Developing Organizational Breadth – 2nd Level Supervision	