

Civilian Career Map	This career map provides a standardized framework and career enhancing information to individuals and managers for the professional development of the Army Civilian Corps. The map serves as the professional blueprint for your successful civil service career while providing information and guidance for advancement.
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Career Program: CP 60 - Foreign Affairs and Strategic Planning Occupational Series: Series 0130 - Foreign Affairs	This series covers all classes of positions the duties of which are to advise on, administer, supervise, or perform research or other professional and scientific work in the departmental formulation and direction of the foreign affairs of the Government or in the study and disposition of information bearing on international relations.
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Qualifying for a Career	General Schedule				
Series Description	GS 5-7 Nonsupervisory	GS 9-11 Nonsupervisory	GS 12-13 Nonsupervisory/Supervisory	GS 13-14 Supervisory/Nonsupervisory	GS 14-15 Supervisory/Nonsupervisory
	Positions: Intern Entry Level Foreign Affairs Specialist Assistant International Relations Specialist Assistant	Positions: Specialist Level Foreign Affairs Specialist Civil-Military Relations Specialist	Positions: Intermediate Level Foreign Affairs Specialist Civilian Workforce Specialist	Positions: Intermediate-Management Transition Level Foreign Military Affairs Analyst Political Advisor Staff Talks Coordinator Foreign Affairs Advisor Foreign Affairs Analyst Foreign Exchange Program Manager Foreign Area Officer Program Manager Foreign Affairs Specialist Career Program Civilian Workforce Manager	Positions: Management Level Political Advisor International Political Advisor International Energy Specialist Deputy Chief Foreign Affairs Supervisor Senior Civilian Workforce Manager
Leadership Competencies	A. LEADING CHANGE 1. Creativity and Innovation 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision B. LEADING PEOPLE 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building C. RESULTS DRIVEN 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility D. BUSINESS ACUMEN 1. Financial Management 2. Human Capital Management 3. Technology Management E. BUILDING COALITIONS 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness F. FUNDAMENTAL COMPETENCIES 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation	A. LEADING CHANGE 1. Creativity and Innovation 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision B. LEADING PEOPLE 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building C. RESULTS DRIVEN 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility D. BUSINESS ACUMEN 1. Financial Management 2. Human Capital Management 3. Technology Management E. BUILDING COALITIONS 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness F. FUNDAMENTAL COMPETENCIES 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation	A. LEADING CHANGE 1. Creativity and Innovation 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision B. LEADING PEOPLE 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building C. RESULTS DRIVEN 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility D. BUSINESS ACUMEN 1. Financial Management 2. Human Capital Management 3. Technology Management E. BUILDING COALITIONS 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness F. FUNDAMENTAL COMPETENCIES 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation	A. LEADING CHANGE 1. Creativity and Innovation 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision B. LEADING PEOPLE 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building C. RESULTS DRIVEN 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility D. BUSINESS ACUMEN 1. Financial Management 2. Human Capital Management 3. Technology Management E. BUILDING COALITIONS 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness F. FUNDAMENTAL COMPETENCIES 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation	A. LEADING CHANGE 1. Creativity and Innovation 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision B. LEADING PEOPLE 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building C. RESULTS DRIVEN 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility D. BUSINESS ACUMEN 1. Financial Management 2. Human Capital Management 3. Technology Management E. BUILDING COALITIONS 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness F. FUNDAMENTAL COMPETENCIES 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation

Functional Competencies	General Schedule				
	GS 5-7	GS 9-11	GS 12-13	GS 13-14	GS 14-15

Career Program 60 Foreign Affairs and Strategic Planning
Series 0130 - Foreign Affairs

	Develop entry level knowledge, skills and abilities	Develop pol-mil analysis & strategy recommendations for Army senior leaders Develop/maintain Language Proficiency	Develop pol-mil analysis & strategy recommendations for Army senior leaders Develop/maintain Language Proficiency Expertise in one or more regions TCSP Planning Programmatic competency for Staff Talks, country assessments, MPEP, etc. Security Cooperation Integration Developing Country Plans Directly support Senior Leader Engagement Organize International Conferences Organize and inform Staff Talks Knowledge of Embassy Operations/Security Assistance Procedures Project Management Contract Officer Representative Knowledge of foreign disclosure procedures International Agreements	Develop pol-mil analysis & strategy recommendations for Army senior leaders Develop/maintain Language Proficiency In depth expertise in one or more regions Regional oversight competency Programmatic competency for Staff Talks, country assessments, MPEP, etc. TCSP Planning Security Cooperation Integration Developing Country Plans Directly support Senior Leader Engagement Organize International Conferences Organize and inform Staff Talks Knowledge of Embassy Operations/Security Assistance Procedures POM/ARFORGEN Process Manpower and Resource Requirements Knowledge of foreign disclosure procedures Project Management International Agreements	Develop pol-mil analysis & strategy recommendations for Army senior leaders Develop/maintain Language Proficiency Expertise/situational awareness of the globe Global oversight competency Programmatic competency for Staff Talks, country assessments, MPEP, etc. Security Cooperation Integration Oversee Country Plans Advise Senior Leader Engagement Oversee International Conferences Oversee Staff Talks Knowledge of Embassy Operations/Security Assistance Procedures POM/ARFORGEN Process Manpower and Resource Requirements Knowledge of foreign disclosure procedures International Agreements
Core Competencies (Technical/NonTechnical)	Oral Communications Problem Solving Team Building Written Communications Program and Project Management Regional Expertise Strategic Thinking Cultural Awareness	Oral Communications Problem Solving Written Communications Program and Project Management Influencing and Negotiating Partnering Regional Expertise Strategic Thinking Building Coalitions Theater Military Strategy Foreign Language Proficiency Cultural Awareness	Creativity and Innovation External Awareness Oral Communications Problem Solving Team Building Written Communications Program and Project Management Influencing and Negotiating Partnering Regional Expertise Strategic Thinking Building Coalitions Theater Military Strategy Diplomacy and International Affairs Foreign Language Proficiency Cultural Awareness	External Awareness Oral Communications Problem Solving Team Building Written Communications Program and Project Management Influencing and Negotiating Partnering Regional Expertise Strategic Thinking Building Coalitions Theater Military Strategy Foreign Language Proficiency	Creativity and Innovation External Awareness Oral Communications Problem Solving Team Building Written Communications Program and Project Management Influencing and Negotiating Partnering Regional Expertise Strategic Thinking Building Coalitions Theater Military Strategy Diplomacy and International Affairs Foreign Language Proficiency Cultural Awareness
Leader Development	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intern Program Defense Civilian Emerging Leader Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intermediate Course (DL+resident) Intern Program Defense Civilian Emerging Leader Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intermediate Course (DL+resident) Advanced Course (DL+resident) Executive Leadership Development Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Continuing Education for Senior Leaders Advanced Course (DL+resident) Senior Enterprise Talent Management Executive Leadership Development Program	Foundation Course (DL) - open to all Basic Course Action Officer Development Course (DL) - open to all Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Continuing Education for Senior Leaders Advanced Course (DL+resident) Senior Enterprise Talent Management Executive Leadership Development Program

	General Schedule	General Schedule	General Schedule	General Schedule	General Schedule
Competitive Professional Development	GS 5-7 Developmental Assignments	GS 9-11 Developmental Assignments Army Congressional Fellowship Training with Industry Foreign Service Institute NATO/SHAPE School	GS 12-13 Developmental Assignments Army Congressional Fellowship Training with Industry Foreign Service Institute NATO/SHAPE School Army Fellowship Program	GS 13-14 Developmental Assignments Army Congressional Fellowship Training with Industry Foreign Service Institute NATO/SHAPE School Army Fellowship Program Seminar XXI	GS 14-15 Naval Postgraduate School Marshall Center Training with Industry Foreign Service Institute NATO/SHAPE School Army Fellowship Program Harvard University Program for Senior Executives John F. Kennedy School for National Security Studies Interamerican Defense College National Defense University NATO Defense College OPM Leadership for a Democratic Society Seminar XXI

Career Program 60 Foreign Affairs and Strategic Planning
Series 0130 - Foreign Affairs

Occupational/Functional Training (Short Term/Long Term)	Continuing Education Basic Strategic Art Program (Army War College) In Country-Region Rotation Basic Strategic Art Program (Army War College)	Continuing Education Defense Institute of Security Assistance Management Cross Cultural Awareness Course Security Cooperation Familiarization Course Security Cooperation Action Officer Course Regional Orientation Course - Regional Centers USMC Security Cooperation Course Liaison with Foreign Contacts CIA International Relations Course Language Training Foreign Area Officer Training In-Country Region Training	Continuing Education Defense Institute of Security Assistance Management Cross Cultural Awareness Course Security Cooperation Action Officer Course Regional Orientation Course - Regional Centers Exercise Familiarization Course Regional Seminars Information Operations Course Language Training Foreign Area Officer Training In-Country Region Training	Continuing Education Defense Institute of Security Assistance Management Cross Cultural Awareness Course Security Cooperation Action Officer Course Regional Orientation Course - Regional Centers Exercise Familiarization Course Regional Seminars Information Operations Course Language Training Foreign Area Officer Training In-Country Region Training	Continuing Education Defense Institute of Security Assistance Management Security Cooperation Management - Executive Exercise Familiarization Course Academic Seminars/Conferences Senior Leader Seminar Language Seminar Joint Foreign Area Officer Course In-Country Region Training
Academic Degree Training	To Be Determined	To Be Determined	To Be Determined	To Be Determined	To Be Determined
Certifications	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Mandatory Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training

Self Development	General Schedule				
	GS 5-7	GS 9-11	GS 12-13	GS 13-14	GS 14-15
Learning Resources	ACTEDS Training Catalog Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning	ACTEDS Training Catalog Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning	ACTEDS Training Catalog Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning	ACTEDS Training Catalog Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning	ACTEDS Training Catalog Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning
Career Guides / Regulations	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-951 Army Linguist Management - AR 611-7 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management
Career Links	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program
Professional Organizations and Journals	Foreign Area Officer Association Association of the US Army Soldiers Magazine	Foreign Area Officer Association Association of the US Army Soldiers Magazine	Foreign Area Officer Association Association of the US Army Soldiers Magazine	Foreign Area Officer Association Association of the US Army Soldiers Magazine	Foreign Area Officer Association Association of the US Army Soldiers Magazine

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 Series 0130 - Foreign Affairs

Miscellaneous Links	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2012 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online
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Career Program 60 Foreign Affairs and Strategic Planning
Series 0131 - Foreign Affairs

Civilian Career Map		This career map provides a standardized framework and career enhancing information to individuals and managers for the professional development of the Army Civilian Corps. The map serves as the professional blueprint for your successful civil service career.		
Career Program: CP 60 - Foreign Affairs and Strategic Planning Occupational Series: Series 0131 - International Relations		This series covers all classes of positions the duties of which are to advise on, administer, supervise, or perform research or other professional and scientific work in the departmental formulation and direction of the foreign affairs of the Government of the Government or in the study and disposition of information bearing on international relations.		
Qualifying for a Career				
Series Description	General Schedule	General Schedule	General Schedule	General Schedule
	GS 5-7 Nonsupervisory	GS 9-11 Nonsupervisory	GS 12-13 Nonsupervisory/Supervisory	GS 14-15 Supervisory/Nonsupervisory
	Positions: Intern-Entry Level Foreign Affairs Specialist Assistant International Relations Specialist Assistant	Positions: Specialist Level Civil-Military Relations Specialist	Positions: Intermediate Level International Relations Specialist	Positions: Management Level Political Advisor International Liaison Officer International Relations Officer International Relations Manager Supervisory International Relations Specialist International Political Advisor International Energy Specialist Deputy Chief International Relations Supervisor Senior Civilian Workforce Manager
Leadership Competencies	A. LEADING CHANGE 1. Creativity and Innovation	A. LEADING CHANGE 1. Creativity and Innovation	A. LEADING CHANGE 1. Creativity and Innovation	A. LEADING CHANGE 1. Creativity and Innovation

Career Program 60 Foreign Affairs and Strategic Planning
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	<ul style="list-style-type: none"> 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision <p>B. LEADING PEOPLE</p> <ul style="list-style-type: none"> 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building <p>C. RESULTS DRIVEN</p> <ul style="list-style-type: none"> 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility <p>D. BUSINESS ACUMEN</p> <ul style="list-style-type: none"> 1. Financial Management 2. Human Capital Management 3. Technology Management <p>E. BUILDING COALITIONS</p> <ul style="list-style-type: none"> 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness <p>F. FUNDAMENTAL COMPETENCIES</p> <ul style="list-style-type: none"> 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation 	<ul style="list-style-type: none"> 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision <p>B. LEADING PEOPLE</p> <ul style="list-style-type: none"> 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building <p>C. RESULTS DRIVEN</p> <ul style="list-style-type: none"> 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility <p>D. BUSINESS ACUMEN</p> <ul style="list-style-type: none"> 1. Financial Management 2. Human Capital Management 3. Technology Management <p>E. BUILDING COALITIONS</p> <ul style="list-style-type: none"> 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness <p>F. FUNDAMENTAL COMPETENCIES</p> <ul style="list-style-type: none"> 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation 	<ul style="list-style-type: none"> 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision <p>B. LEADING PEOPLE</p> <ul style="list-style-type: none"> 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building <p>C. RESULTS DRIVEN</p> <ul style="list-style-type: none"> 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility <p>D. BUSINESS ACUMEN</p> <ul style="list-style-type: none"> 1. Financial Management 2. Human Capital Management 3. Technology Management <p>E. BUILDING COALITIONS</p> <ul style="list-style-type: none"> 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness <p>F. FUNDAMENTAL COMPETENCIES</p> <ul style="list-style-type: none"> 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation 	<ul style="list-style-type: none"> 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision <p>B. LEADING PEOPLE</p> <ul style="list-style-type: none"> 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building <p>C. RESULTS DRIVEN</p> <ul style="list-style-type: none"> 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility <p>D. BUSINESS ACUMEN</p> <ul style="list-style-type: none"> 1. Financial Management 2. Human Capital Management 3. Technology Management <p>E. BUILDING COALITIONS</p> <ul style="list-style-type: none"> 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness <p>F. FUNDAMENTAL COMPETENCIES</p> <ul style="list-style-type: none"> 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation
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	General Schedule GS 5-7	General Schedule GS 9-11	General Schedule GS 12-13	General Schedule GS 14-15
Functional Competencies	Develop entry level technical and non-technical capability	Develop pol-mil analysis & strategy recommendations for Army senior leaders Develop/maintain Language Proficiency	Develop pol-mil analysis & strategy recommendations for Army senior leaders Develop/maintain Language Proficiency Expertise in one or more regions TCSP Planning Programmatic competency for Staff Talks, country assessments, MPEP, etc. Security Cooperation Integration Developing Country Plans Directly support Senior Leader Engagement Organize International Conferences Organize and inform Staff Talks Knowledge of Embassy Operations/Security Assistance Procedures Project Management Contract Officer Representative Knowledge of foreign disclosure procedures International Agreements	Develop pol-mil analysis & strategy recommendations for Army senior leaders Develop/maintain Language Proficiency Expertise/situational awareness of the globe Global oversight competency Programmatic competency for Staff Talks, country assessments, MPEP, etc. Security Cooperation Integration Oversee Country Plans Advise Senior Leader Engagement Oversee International Conferences Oversee Staff Talks Knowledge of Embassy Operations/Security Assistance Procedures POM/ARFORGEN Process Manpower and Resource Requirements Knowledge of foreign disclosure procedures International Agreements

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Core Competencies (Technical/NonTechnical)	Decisiveness External Awareness Flexibility Influencing and Negotiating Strategic Thinking Analysis Building Coalitions	Decisiveness External Awareness Flexibility Influencing and Negotiating Strategic Thinking Analysis Building Coalitions	Decisiveness External Awareness Flexibility Influencing and Negotiating Strategic Thinking Analysis Building Coalitions	Decisiveness External Awareness Flexibility Influencing and Negotiating Strategic Thinking Analysis Building Coalitions
	External Awareness Regional Expertise Theater Military Strategy Foreign Liaison Diplomacy and International Affairs Political-Military Recommendations International Talks Utilizing Interpreters	External Awareness Regional Expertise Theater Military Strategy Foreign Liaison Diplomacy and International Affairs Political-Military Recommendations International Talks Utilizing Interpreters	External Awareness Regional Expertise Theater Military Strategy Foreign Liaison Diplomacy and International Affairs Political-Military Recommendations International Talks Utilizing Interpreters	External Awareness Regional Expertise Theater Military Strategy Foreign Liaison Diplomacy and International Affairs Political-Military Recommendations International Talks Utilizing Interpreters
Leader Development	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intern Program Defense Civilian Emerging Leader Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intermediate Course (DL+resident) Intern Program Defense Civilian Emerging Leader Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intermediate Course (DL+resident) Advanced Course (DL+resident) Executive Leadership Development Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Continuing Education for Senior Leaders Advanced Course (DL+resident) Senior Enterprise Talent Management Executive Leadership Development Program

	General Schedule GS 5-7	General Schedule GS 9-11	General Schedule GS 12-13	General Schedule GS 14-15
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Career Program 60 Foreign Affairs and Strategic Planning
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<u>Occupational/Functional Training (short Term/Long Term)</u>	Continuing Education Basic Strategic Art Program (Army War College) In-Region Rotation Basic Strategic Art Program (Army War College)	Continuing Education Defense Institute of Security Assistance Management Cross Cultural Awareness Course Security Cooperation Familiarization Course Security Cooperation Action Officer Course Regional Orientation Course - Regional Centers USMC Security Cooperation Course Liaison with Foreign Contacts CIA International Relations Course Language Training Foreign Area Officer Training In-Country Region Training	Continuing Education Defense Institute of Security Assistance Management Cross Cultural Awareness Course Security Cooperation Management-Action Officer Course Regional Orientation Course - Regional Centers Exercise Familiarization Course Regional Seminars/Conferences USMC Security Cooperation Course Information Operations Course Language Training Foreign Area Officer Training In-Country Region Training	Continuing Education Defense Institute of Security Assistance Management Security Cooperation Management - Executive Exercise Familiarization Course Academic Seminars/Conferences Senior Leader Seminar Senior Managers Course in National Security Language Training Joint Foreign Area Officer Course In-Country Region Training
<u>Academic Degree Training</u>	To Be Determined	To Be Determined	To Be Determined	To Be Determined
<u>Certifications</u>	Not Applicable	Not Applicable	Not Applicable	Not Applicable
<u>Mandatory Training</u>	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training

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Career Guides / Regulations	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-951 Army Linguist Management - AR 611-7 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management
Career Links	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program

Career Program 60 Foreign Affairs and Strategic Planning
Series 0131 - Foreign Affairs

Professional Organizations and Journals	Foreign Area Officer Association Association of the US Army Soldiers Magazine	Foreign Area Officer Association Association of the US Army Soldiers Magazine	Foreign Area Officer Association Association of the US Army Soldiers Magazine	Foreign Area Officer Association Association of the US Army Soldiers Magazine
Miscellaneous Links	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2012 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online

Civilian Career Map		This career map provides a standardized framework and career enhancing information to individuals and managers for the professional development of the Army Civilian Corps. The map serves as the professional blueprint for your successful civil service career.		
Career Program: CP 60 - Foreign Affairs and Strategic Planning Occupational Series: Series 0301 - Strategic Planning		This series includes positions the duties of which are to perform, supervise, or manage nonprofessional, two-grade interval work for which no other series is appropriate. The work requires analytical ability, judgment, discretion, and knowledge of a substantial body of administrative or program principles, concepts, policies, and objectives.		
Qualifying for a Career				
Series Description	General Schedule	General Schedule	General Schedule	General Schedule
	GS 5-7 Nonsupervisory	GS 9-11 Nonsupervisory	GS 12-13 Nonsupervisory/Supervisory	GS 14-15 Supervisory/Nonsupervisory
	Positions: Intern-Entry Level Operations Officer Assistant Policy Officer Assistant Policy Analyst Assistant Plans Officer Assistant Plans Analyst Assistant	Positions: Specialist Level Policy Officer Policy Analyst Plans Officer Plans Analyst	Positions: Intermediate Level Strategic Initiatives Group Analyst Strategic Policy Officer Strategic Policy Analyst Strategic Plans Officer Strategic Plans Analyst Policy Branch Chief Plans Branch Chief	Positions: Management Level Director Strategic Group Initiatives Senior Strategic Planning Analyst Director Command Group Actions Supervisory Strategic Planner Special Advisor on Strategic Issues Strategic Plans Officer Policy Branch Chief Plans Branch Chief Deputy Division Chief Division Chief Program Manager Senior Civilian Workforce Manager
Leadership Competencies	A. LEADING CHANGE 1. Creativity and Innovation 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision B. LEADING PEOPLE 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building C. RESULTS DRIVEN 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility D. BUSINESS ACUMEN 1. Financial Management 2. Human Capital Management 3. Technology Management E. BUILDING COALITIONS 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness F. FUNDAMENTAL COMPETENCIES 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation	A. LEADING CHANGE 1. Creativity and Innovation 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision B. LEADING PEOPLE 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building C. RESULTS DRIVEN 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility D. BUSINESS ACUMEN 1. Financial Management 2. Human Capital Management 3. Technology Management E. BUILDING COALITIONS 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness F. FUNDAMENTAL COMPETENCIES 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation	A. LEADING CHANGE 1. Creativity and Innovation 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision B. LEADING PEOPLE 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building C. RESULTS DRIVEN 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility D. BUSINESS ACUMEN 1. Financial Management 2. Human Capital Management 3. Technology Management E. BUILDING COALITIONS 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness F. FUNDAMENTAL COMPETENCIES 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation	A. LEADING CHANGE 1. Creativity and Innovation 2. External Awareness 3. Flexibility 4. Resilience 5. Strategic Thinking 6. Vision B. LEADING PEOPLE 1. Conflict Management 2. Leveraging Diversity 3. Developing Others 4. Team Building C. RESULTS DRIVEN 1. Accountability 2. Customer Service 3. Decisiveness 4. Entrepreneurship 5. Problem Solving 6. Technical Credibility D. BUSINESS ACUMEN 1. Financial Management 2. Human Capital Management 3. Technology Management E. BUILDING COALITIONS 1. Partnering 2. Political Savvy 3. Influencing/Negotiating 4. Cultural Awareness F. FUNDAMENTAL COMPETENCIES 1. Interpersonal Skills 2. Oral Communication 3. Integrity and Honesty 4. Written Communication 5. Continual Learning 6. Public Service Motivation
	General Schedule	General Schedule	General Schedule	General Schedule
	GS 5-7	GS 9-11	GS 12-13	GS 14-15

Career Program 60 Foreign Affairs and Strategic Planning
Series 0301 -Strategic Planning

Functional Competencies	Develop entry level knowledge, skills and abilities	Develop pol-mil analysis & strategy recommendations for Army senior leaders Develop/maintain Language Proficiency	Develop pol-mil analysis & strategy recommendations for Army senior leaders Develop/maintain Language Proficiency Expertise in one or more regions TCSP Planning Programmatic competency for Staff Talks, country assessments, MPEP, etc. Security Cooperation Integration Developing Country Plans Directly support Senior Leader Engagement Organize International Conferences Organize and inform Staff Talks Knowledge of Embassy Operations/Security Assistance Procedures Project Management Contract Officer Representative Knowledge of foreign disclosure procedures International Agreements	Develop pol-mil analysis & strategy recommendations for Army senior leaders Develop/maintain Language Proficiency Expertise/situational awareness of the globe Global oversight competency Programmatic competency for Staff Talks, country assessments, MPEP, etc. Security Cooperation Integration Oversee Country Plans Advise Senior Leader Engagement Oversee International Conferences Oversee Staff Talks Knowledge of Embassy Operations/Security Assistance Procedures POM/ARFORGEN Process Manpower and Resource Requirements Knowledge of foreign disclosure procedures International Agreements
Core Competencies (Technical/NonTechnical)	Strategic Thinking Analysis (Strategic Planning) Planning, Programming, Budgeting and Execution System (Strategic Planning) Strategic Evaluations and Assessments (Strategic Planning) Risk Assessment, Management and Mitigation (Strategic Planning)	Strategic Thinking Analysis (Strategic Planning) Planning, Programming, Budgeting and Execution System (Strategic Planning) Strategic Evaluations and Assessments (Strategic Planning) Risk Assessment, Management and Mitigation (Strategic Planning)	Strategic Thinking Analysis (Strategic Planning) Planning, Programming, Budgeting and Execution System (Strategic Planning) Strategic Evaluations and Assessments (Strategic Planning) Risk Assessment, Management and Mitigation (Strategic Planning)	Strategic Thinking Analysis (Strategic Planning) Planning, Programming, Budgeting and Execution System (Strategic Planning) Strategic Evaluations and Assessments (Strategic Planning) Risk Assessment, Management and Mitigation (Strategic Planning)
Leader Development	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intern Program Defense Civilian Emerging Leader Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intermediate Course (DL+resident) Intern Program Defense Civilian Emerging Leader Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intermediate Course (DL+resident) Advanced Course (DL+resident) Executive Leadership Development Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Continuing Education for Senior Leaders Advanced Course (DL+resident) Senior Enterprise Talent Management Executive Leadership Development Program

	General Schedule GS 5-7	General Schedule GS 9-11	General Schedule GS 12-13	General Schedule GS 14-15
Competitive Professional Development	Developmental Assignments	Developmental Assignments Army Congressional Fellowship Training with Industry NATO/SHAPE School	Developmental Assignments Army Congressional Fellowship Training with Industry NATO/SHAPE School Army Fellowship Program Seminar XXI	Naval Postgraduate School Marshall Center Training with Industry NATO/SHAPE School Army Fellowship Program Harvard University Program for Senior Executives John F. Kennedy School for National Security Studies Interamerican Defense College National Defense University NATO Defense College Executive Development Seminar OPM Leadership for a Democratic Society Seminar XXI

Career Program 60 Foreign Affairs and Strategic Planning
Series 0301 -Strategic Planning

Occupational/Functional Training (short Term/Long Term)	Continuing Education Basic Strategic Art Program (Army War College) In-Region Rotation Defense Strategy Course (Army War College)	Continuing Education Defense Institute of Security Assistance Management Basic Strategic Art Program (Army War College) Cross Cultural Awareness Course Security Cooperation Familiarization Course Security Cooperation Action Officer Course Regional Orientation Course - Regional Centers USMC Security Cooperation Course Action Officer Force Integration Course (How the Army Runs)	Continuing Education Defense Institute of Security Assistance Management Basic Strategic Art Program (Army War College) Defense Strategy Course (Army War College) Regional Orientation Course - Regional Centers Security Cooperation Management - Action Officer Course Exercise Familiarization Course Army Force Management Course (How the Army Runs) Regional Seminars/Conferences Information Operations Course In-Country Region Training Advanced Military Studies	Continuing Education Defense Institute of Security Assistance Management Security Cooperation Management - Executive Exercise Familiarization Course Seminars/Conferences Senior Leader Seminar Senior Managers Course in National Security In-Country Region Training
Academic Degree Training	To Be Determined	To Be Determined	To Be Determined	To Be Determined
Certifications	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Mandatory Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training

Self Development	GS 5-7 General Schedule	GS 9-11 General Schedule	GS 12-13 General Schedule	GS 14-15 General Schedule
Learning Resources	ACTEDS Training Catalog Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning	ACTEDS Training Catalog Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning	ACTEDS Training Catalog Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning	ACTEDS Training Catalog Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning
Career Guides / Regulations	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-951 Army Linguist Management - AR 611-7 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management
Career Links	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program	Army Civilian Service The Army Civilian Human Resources Agency Civilian Expeditionary Workforce Army Civilian Personnel On-line Portal Joint Foreign Area Officer Program
Professional Organizations and Journals	U.S. Military Strategists Association Association of the US Army Soldiers Magazine	U.S. Military Strategists Association Association of the US Army Soldiers Magazine	U.S. Military Strategists Association Association of the US Army Soldiers Magazine	U.S. Military Strategists Association Association of the US Army Soldiers Magazine

Career Program 60 Foreign Affairs and Strategic Planning
Series 0301 -Strategic Planning

Miscellaneous Links	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2012 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online
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Civilian Career Map		This career map provides a standardized framework and career enhancing information to individuals and managers for the professional development of the Army Civilian Corps. The map serves as the professional blueprint for your successful civil service career while providing information and guidance for advancement.		
Career Program: CP 60 - Foreign Affairs and Strategic Planning This series includes positions the primary duties of which are to administer, supervise or perform work in rendering from a foreign language into English of Career Series: Series 1040 Language Specialist from English into a foreign language the spoken or written word where the objective is accurate translations and/or interpretations.				
Qualifying for a Career	General Schedule	General Schedule	General Schedule	General Schedule
Series Description	GS-9 Nonsupervisory Positions: Specialist Level Language Specialist	GS-11 Nonsupervisory Positions: Specialist Level Language Specialist	GS-12 Nonsupervisory Positions: Intermediate Level Language Specialist	GS-13 Supervisory Positions: Management Level Language Specialist
Leadership Competencies				LEADING CHANGE Creativity and Innovation External Awareness Flexibility Resilience Strategic Thinking Vision LEADING PEOPLE Conflict Management Leveraging Diversity Developing Others Team Building RESULTS DRIVEN Accountability Customer Service Decisiveness Entrepreneurship Problem Solving Technical Credibility BUSINESS ACUMEN Financial Management Human Capital Management Technology Management BUILDING COALITIONS Partnering Political Savvy Influencing/Negotiating FUNDAMENTAL COMPETENCIES Interpersonal Skills Oral Communication Integrity and Honesty Written Communication Continual Learning Public Service Motivation
Functional Competencies	Advanced Language Proficiency (A and B Language) Written Communication (A and B Language) Oral Communication (A and B Language) Cultural Knowledge Technical Terminology Knowledge of Army organizations, missions and functions	Advanced Language Proficiency (A and B Language) Written Communication (A and B Language) Oral Communication (A and B Language) Cultural Knowledge Technical Terminology Knowledge of Army organizations, missions and functions	Superior Language Proficiency (A and B Language) Written Communication (A and B Language) Oral Communication (A and B Language) Cultural Knowledge Technical Terminology Knowledge of Army organizations, missions and functions Team Lead/Project Managerial Skills	Superior Language Proficiency (A and B Language) Written Communication (A and B Language) Oral Communication (A and B Language) Cultural Knowledge Technical Terminology Knowledge of Army organizations, missions and functions Supervisor/Program Managerial Skills
Core Competencies (Technical/Non-Technical)	Accountability Flexibility Problem Solving Language Proficiency in Written Communication Language Proficiency in Oral Communication Translation Interpreting Technical Terminology Cultural Knowledge and Awareness Terminology Research	Accountability Flexibility Problem Solving Language Proficiency in Written Communication Language Proficiency in Oral Communication Translation Interpreting Technical Terminology Cultural Knowledge and Awareness Terminology Research	Accountability Flexibility Problem Solving Language Proficiency in Written Communication Language Proficiency in Oral Communication Translation Interpreting Technical Terminology Cultural Knowledge and Awareness Terminology Research	Accountability Flexibility Problem Solving Language Proficiency in Written Communication Language Proficiency in Oral Communication Translation Interpreting Technical Terminology Cultural Knowledge and Awareness Terminology Research

Leader Development	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intermediate Course (DL+resident) Intern Program Defense Civilian Emerging Leader Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intermediate Course (DL+resident) Intern Program Defense Civilian Emerging Leader Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Intermediate Course (DL+resident) Advanced Course (DL+resident) Executive Leadership Development Program	Foundation Course (DL) Basic Course Action Officer Development Course (DL) Supervisor Development Course (DL) Manager Development Course (DL) Supervisor Development Course - Executive (DL) Continuing Education for Senior Leaders Advanced Course (DL+resident) Executive Leadership Development Program
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	General Schedule GS-9	General Schedule GS-11	General Schedule GS-12	General Schedule GS-13
Competitive Professional Development	Development Assignment (Language and Cultural Immersion) Developmental Assignment (Military Immersion) such as: Department of Defense Special Operations Forces Teletraining System In-country Programs Training with Industry (TWI) such as: Department of State Inter-American Defense College Marshall Center United Nations NATO Inter-American Air Force Academy Foreign Military School Exchange	Development Assignment (Language and Cultural Immersion) Developmental Assignment (Military Immersion) such as: Department of Defense Special Operations Forces Teletraining System In-country Programs Training with Industry (TWI) such as: Department of State Inter-American Defense College Marshall Center United Nations NATO Inter-American Air Force Academy Foreign Military School Exchange	Development Assignment (Language and Cultural Immersion) Developmental Assignment (Military Immersion) such as: Department of Defense Special Operations Forces Teletraining System In-country Programs Training with Industry (TWI) such as: Department of State Inter-American Defense College Marshall Center United Nations NATO Inter-American Air Force Academy Army Fellowship Program Foreign Military School Exchange	Development Assignment (Language and Cultural Immersion) Developmental Assignment (Military Immersion) such as: Department of Defense Special Operations Forces Teletraining System In-country Programs Training with Industry (TWI) such as: Department of State Inter-American Defense College Marshall Center United Nations NATO Inter-American Air Force Academy Army Fellowship Program Foreign Military School Exchange
Occupational/Functional Training (Short Term/Long Term)	Army Courses Recommended by Supervisor/Command Language Proficiency Refresher Training Programs such as: Middlebury College Indiana University Monterey Institute of International Studies Foreign Service Institute Kent State University Brigham Young University University of Hawaii University of Maryland Defense Language Institute Foreign Language Center Cross Cultural Awareness Course	Army Courses Recommended by Supervisor/Command Language Proficiency Refresher Training Programs such as: Middlebury College Indiana University Monterey Institute of International Studies Foreign Service Institute Kent State University Brigham Young University University of Hawaii University of Maryland Defense Language Institute Foreign Language Center Cross Cultural Awareness Course Regional Orientation Course - Regional Centers In-Country/Region Training	Army Courses Recommended by Supervisor/Command Language Proficiency Refresher Training Programs such as: Middlebury College Indiana University Monterey Institute of International Studies Foreign Service Institute Kent State University Brigham Young University University of Hawaii University of Maryland Defense Language Institute Foreign Language Center Cross Cultural Awareness Course Regional Orientation Course - Regional Centers In-Country/Region Training Regional Seminars/Conferences	Army Courses Recommended by Supervisor/Command Language Proficiency Refresher Training Programs such as: Middlebury College Indiana University Monterey Institute of International Studies Foreign Service Institute Kent State University Brigham Young University University of Hawaii University of Maryland Defense Language Institute Foreign Language Center Cross Cultural Awareness Course Regional Orientation Course - Regional Centers In-Country/Region Training Regional Seminars/Conferences Academic Seminars/Conferences Exercise Familiarization Manpower and Force Management Course Program, Planning, Budget and Execution System (PPBES) Basic Strategic Art Program
Academic Degree Training	To Be Determined	To Be Determined	To Be Determined	To Be Determined
Certifications	Non-Native Language Proficiency Test (Advanced)	Non-Native Language Proficiency Test (Advanced)	Non-Native Proficiency Test (Superior)	Non-Native Proficiency Test (Superior)
Mandatory Training	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training Mandatory Training For Army Civilians	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training Mandatory Training For Army Civilians	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training Mandatory Training For Army Civilians	Locally Administered Training for Newcomers Orientation Antiterrorism Training Army Substance Abuse Training Army Suicide Prevention Program HQDA Combating Trafficking in Persons Program Composite Risk Management Information Assurance Training Equal Opportunity Program Ethics Operational Security Prevention of Sexual Harassment TARP Personally Identifiable Information Awareness Training Mandatory Training For Army Civilians

Self Development	General Schedule GS-9	General Schedule GS-11	General Schedule GS-12	General Schedule GS-13
Learning Resources	ACTEDS Training Catalog			

	Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning	Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning	Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning	Army-e-Learning - SkillPort Army Civilian Education Courses Army Distributed Learning
Career Guides/Regulations	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Total Army Language Program - AR 350-16 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Total Army Language Program - AR 350-16 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Total Army Language Program - AR 350-16 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management	Civilian Career Management - AR 690-950 Army Linguist Management - AR 611-6 Total Army Language Program - AR 350-16 Army Civilian Handbook Training and Career Development Program Civilian Personnel Administrative Publication Army Career Intern Program Civilian Personnel Career Management
Career Links	Army Civilian Service The Army Civilian Human Resources Agency National Security Personnel System Army Benefits Center - Civilian Army Civilian Personnel On-line Portal	Army Civilian Service The Army Civilian Human Resources Agency National Security Personnel System Army Benefits Center - Civilian Army Civilian Personnel On-line Portal	Army Civilian Service The Army Civilian Human Resources Agency National Security Personnel System Army Benefits Center - Civilian Army Civilian Personnel On-line Portal	Army Civilian Service The Army Civilian Human Resources Agency National Security Personnel System Army Benefits Center - Civilian Army Civilian Personnel On-line Portal
Professional Organizations and Journals	Association of the US Army Soldiers Magazine American Translators Association International Association of Conference Interpreters American Council on the Teaching of Foreign Languages	Association of the US Army Soldiers Magazine American Translators Association International Association of Conference Interpreters American Council on the Teaching of Foreign Languages	Association of the US Army Soldiers Magazine American Translators Association International Association of Conference Interpreters American Council on the Teaching of Foreign Languages	Association of the US Army Soldiers Magazine American Translators Association International Association of Conference Interpreters American Council on the Teaching of Foreign Languages
Miscellaneous Links	Army Management Staff College Defense Attaché System University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College Defense Attaché System University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College Defense Attaché System University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online	Army Management Staff College Defense Attaché System University of Maryland Center for Advanced Study of Language LangNet Strategic Studies Institute Army Strategic Planning Guidance 2011 Army Civilian Service All Federal Vacancies Feds Hire Vets US Office of Personnel Management OPM Salary Charts DoD Civilian Expeditionary Workforce Army Knowledge Online