

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