

BUS-FM Competency Framework Major Dimensions and Developmental Levels

The BUS-FM Competency Framework is defined by three major dimensions:

- **Technical Experience & Core BUS-FM Competencies** outlines the types of functional knowledge, skills, and abilities that an individual should exhibit for his or her job. It also captures the experiences, tasks, responsibilities and Enterprise Perspective that an employee should perform as he or she increases capability within a competency.
- **Leadership Development & Business Acumen** outlines individual and organizational competencies that are important for the effective performance of employees, supervisors, managers, and executives. Also recommends leadership training and professional development that can maximize productivity, shape a positive culture, and promote harmony in the workplace.
- **Training, Certification & Education** provides the required DAWIA training levels, combined with the recommended educational certifications and degrees, that enhance an employee's overall personal and professional development.

Each dimension is divided into a series of Proficiency Levels:

- **Entry/Apprentice:** The most basic development level - applying basic principles and methodologies.
- **Mid/Journeyman:** Applying more complex principles, but often with supervision.
- **Senior/Expert:** Sought out for information and consultation with respect to a particular area.

BUS-FM Value Proposition

- **We are** the Department of Navy's Business-Financial Management (BUS-FM) Competency (including Budget/Program Analysts and Earned Value Analysts).
- **We provide** business and financial management expertise, experience and knowledge to support program missions and fulfill stakeholder requirements throughout the Planning, Programming, Budgeting & Execution (PPBE) process.
- **We enable** Department of Navy Acquisition programs to meet mission objectives more effectively, efficiently, and for less cost by applying a deep understanding of our core business competencies combined with a broad application of the DoD Acquisition process.

Competency Framework Benefits

- **Provides a comprehensive understanding** of the breadth of capability of the organization's BUS-FM workforce.
- **Facilitates supervisory discussions** for creating tailored Individual Development Plans (IDP) to help close developmental gaps between the expectations of the organization and the capabilities of the individual and determine annual training requirements.
- **Provides a framework and attributes** to consider when developing career goals and aspirations.
- **Provides guidance** on the types of knowledge, skills, and experiences required for an individual to mature their technical capabilities and advance their careers.
- **Enables career mobility opportunities** between programs or SYSCOMS because of standard competencies and experiences.



Competency Framework and Career Roadmap for the Business-Financial Management (BUS-FM) Workforce



ASN (RD&A) National Competency for Business Financial Management



EARNED VALUE MANAGEMENT

Competency Framework and Career Roadmap

| | Proficiency Levels | ENTRY/APPRENTICE LEVEL Basic Knowledge/Limited Experience | MID/JOURNEYMAN LEVEL Practical Application | SENIOR/EXPERT LEVEL Recognized Expert/Applied Theory | | |
|---|--|--|---|---|--|--|
| Technical Experience & Core Competencies | Experience | At least one year of EVM or closely related experience within the last five years typically recommended for hire at Entry/Apprentice level Three years at entry/apprentice level experience typically required for consideration for reassignment to Mid/Journey Level position | At least three years of experience within the last five years including experience at the EVM Practitioner entry/apprentice level or equivalent typically recommended for hire at Mid/Journey level. Five years at mid/journey level (8 years total) typically required for consideration for reassignment to Senior/Expert Level position | At least five years of experience within the last eight years including experience at the EVM entry and mid levels or equivalent experience typically recommended for hire at Senior/Expert level Seven years at Senior/Expert level (15 years total) typically required for consideration/ reassignment to higher level position (i.e. an S.E.S position) | | |
| | Enterprise Perspectives | Integrated Defense Acquisition, Technology, and Logistics Life Cycle Management System Disciplines | | Comprehensive Viewpoints Tailored Approaches Stakeholder Relationships | | |
| | Technical Skills | EVM Fundamentals | Applying Earned Value | EVM Integration with Other Management Disciplines | Advanced/Specialty EVM Competencies | |
| Leadership Development & Business Acumen | Leadership Skills | Interpersonal Partnering | Integrity/Honest Strategic Thinking | Flexibility Political Savvy | Accountability External Awareness | Training /Mentoring Vision |
| | Business Acumen Skills | Communicate Effectively Ability to Solve Problems | | Software Application Skills | Awareness of Customer Needs Ability to influence/Negotiate | |
| Training, Certification & Education | Required DAWIA Certifications | BUS-FM Level I and Continuous Learning (CL)* | | BUS-FM Level II and CL Level III Recommended* | | BUS-FM Level III and CL* |
| | Recommended Education | Bachelor's Degree | | Bachelor's & Master's Degrees | | |
| | Recommended Professional Certifications and Trainings | EVM CoP 100/200 Level | | EVM CoP 300/400 Level Leadership Training Executive Leadership Training | | AACEI – EVP / AACEI – PSP PMP / PMI-SP EVM CoP Graduate ICAF, WAR College, Leadership Training, Executive Leadership Training |

*NOTE: For 500 series BUS-FMs, DoD Financial Management Certification equivalent is also required