

# VA Career Planning Roadmaps

“In OALC, people are valued, acknowledged and rewarded for their work. People are empowered to make decisions.”

In support of our strategic commitment to people, we want to ensure VA acquisition workforce professionals have the information, tools and resources they need to be successful in their careers. Below are career series roadmaps intended to provide direction, next steps, and milestones to guide acquisition workforce members in their professional and leadership development. We are committed to creating an acquisition workforce empowered to make the decisions that will drive their success!



## 1102 Contracting Professionals – Career Map

|                          | Functional Experience<br>GS 5-9   | Broadening<br>GS 10-12  | Strategic Leadership<br>GS 13-15  |
|--------------------------|---|---|---|
| Typical Assignments      | <ul style="list-style-type: none"> <li>Contract Intern</li> <li>Contract Specialist</li> <li>Contract Administrator</li> <li>Procurement Analyst</li> </ul>                         | <ul style="list-style-type: none"> <li>Contract Specialist</li> <li>Contracting Officer</li> <li>Supervisory Contract Specialist</li> <li>Senior Procurement Analyst</li> </ul> | <ul style="list-style-type: none"> <li>Director of Contracting</li> <li>Contracting Officer</li> <li>Supervisory Contract Specialist</li> <li>Head of Contracting Activity</li> </ul> |
| Education                | Bachelor’s degree or 24 semester hours of business-related courses  |   | Bachelor’s degree with 24 semester hours of business-related courses  |
| Certification            | <a href="#">FAC-C Certification Level I</a>   | <a href="#">FAC-C Certification Level II</a>  | <a href="#">FAC-C Certification Level III</a>   |
|                          | Continuous Learning – 80 approved CLPs required every two years to maintain certification   |   |   |
| Professional Development | <a href="#">Open Opportunities, Job Rotations, Coaching and Mentoring</a>   |   |   |
|                          | <a href="#">VAAA Acquisition Intern School (AIS)</a>  | <a href="#">VAAA CLIMB Program</a><br>(FAC-C Level II required)   | <a href="#">VAAA SALT Program</a><br>(FAC-C Level III required)   |
|                          | <a href="#">Human Capital Services Center Courses</a>   |   |   |
|                          | <a href="#">FAC-C Digital Services Specialization</a>   |   |   |
|                          | <a href="#">PPS-MSLP/LEAP Program</a>   |   |   |
| Leadership Development   | <a href="#">FAC-C Competency Model for the Federal Contracting Workforce</a><br>(28 Technical Competencies and 10 Professional Competencies)  |   |   |
|                          | <a href="#">OPM Leadership and Development Programs</a><br>Managing Self   Managing Projects   Managing People   Managing Programs   Leading Agencies / Federal Executive Institute |   |   |
|                          | <a href="#">VA Leadership Development Framework</a><br>Leading Self   Leading Projects   Leading Teams   Leading Programs   Leading Organizations                                   |   |   |