



Finance Corps

---CAC Approved---



FC Lieutenant KSB Storyboard



Proponent Vision: The FC branch requires Lieutenants that can lead Soldiers. They should be mentally agile and physically fit. They should be disciplined and have a basic understanding of laws, regulations, and policies with regard to stewardship of public funds. FC Lieutenants embody the warrior ethos. They will place the welfare of their Soldiers ahead of their own, and they will live the Army Values without exception. Their example will inspire others to achieve the same level of commitment and professionalism. The branch must produce agile and adaptive leaders who are flexible, critically reflective, and comfortable with ambiguity and uncertainty. FC Lieutenants must have the highest ethical standards, they must be innovative and adaptive while competently performing in a joint, interagency, intergovernmental and multinational (JIIM) environment. FC officers are valued for their skills as leaders, trainers and planners; these skills are acquired through realistic training, professional military education, and service in the most demanding troop leading and staff positions of the branch.

Developmental/ Experiential Learning

Positions: Disbursing Agent; Commercial Vendor Services Chief; Accounting or Policy Officer; Auditor, Platoon Leader

Additional Duties: Detachment/Company Executive Officer; Battalion/Brigade Staff; Aide-de-Camp

Experiences: CTC Rotation; Operational Deployment

Education

College and University: BAC (Business Analytics Course @ University of South Carolina) (D)

Credentials & Certifications (Continuing Education): Achieve and maintain DoD FM certification Level 1 (R); Certified Defense Financial Manager (CDFM) (D)

Military Schooling: Finance and Comptroller Basic Officer Leader Course (R); (O) Fiscal Law (O); General Fund Enterprise Business System (GFEBS) Cost Management (D); GFEBS Financials (O); Business Analytics; and Introduction to Enterprise Resource Planning (ERP) (O)

Baseline Talents (ATAF - Tier 2):

Reasoning (I)
Conscientiousness (I)
Leadership (I)
General Cognitive Ability (I)
Problem Solving (I)
Budget & Finance (I)
Safety and Compliance (I)

Assignment Developed Talents (ATAF – Tier 2):

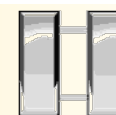
Reasoning (II)
Conscientiousness (II)
Leadership (II)
General Cognitive Ability (II)
Problem Solving (II)
Budget & Finance (II)
Safety and Compliance (II)

Specified ATAF KSBs (Baseline Developed): Analyze Data or Information (I); Army Values (I); Basic Computer Skills (I); Basic Mathematics (I); Communication Ability (I); Communicator (I); Cooperation / Teamwork (I); Cultural Awareness (I); Decision Making (I); Detail-Focused & Precise (I); Discipline (I); Emotional Control (I); Empathy (I); Interpersonal Relationship Building (I); Knowledge of Processes and Procedures (I); MOS / Branch-Specific Knowledge and Skill (I); Process Information and Data (I); Reading Comprehension (I); Self Management (I); Systems Thinking (I); Team Planning (I); Written Communication (I).

Specified ATAF KSBs (Assignment Developed): Advanced Computer Skills (II); Analyze Data or Information (I); Army Values (II); Assessing and Mitigating Harm (I); Basic Computer Skills (II); Basic Mathematics (II); Communication Ability (I); Communicator (I); Consensus Building (I); Cooperation/Teamwork (I); Coordination (I); Critical Thinking (I); Cultural Awareness (I); Decision Making (I); Detailed-Focus & Precise (I); Emotional Control (I); Empathy (I); Evaluating Compliance (II); Humility (II); Improves the Organization (I); Innovative (I); Interpersonal Relationship Building (I); Knowledge of Processes and Procedures (II); Monitoring (I); MOS/Branch-Specific Knowledge and Skill (II); Orderliness (II); Process Information and Data (I); Project Manager (I); Reading Comprehension (II); Self Management (I); Social Interests (I); Sustains a Climate of Trust (II); Systems Thinking (II); Task Planning & Management (I); Team Planning (I); Written Communication (I).



FC Captain KSB Storyboard



Proponent Vision: The FC branch requires Captains who are, first and foremost, leaders of Soldiers. They should be mentally adept, physically fit, and very well-versed in laws, and regulations, with regard to stewardship of public funds. FC Captains embody the warrior ethos. They will place the welfare of their Soldiers ahead of their own, and they will live the Army Values without exception. Their leadership example will inspire others to achieve the same level of commitment and professionalism. The branch must produce ethical, agile and adaptive leaders who are flexible, critically reflective, and comfortable with ambiguity and uncertainty. FC officers must be challenged and imbued with the confidence to be innovative and adaptive while competently performing in a joint, interagency, intergovernmental and multinational (JIIIM) environment. FC Captains are valued for their skills as leaders, trainers and planners, these skills are acquired and enhanced through realistic training, professional military education, and service in the most demanding leadership and staff positions of the branch.

Developmental/ Experiential Learning

Positions: Brigade S8; Detachment/Company Commander; FMSU XO, Deputy Disbursing Officer, Deputy Group/Regiment SOF Comptroller; SFAB S8,
Additional Duties: G-8 Budget/Program Analyst; DA Banking Officer; Service School Instructor/Writer; Staff Officer; Training/Combat Development Officer; STB Operations Officer; Aide-de-camp
Experiences: CTC Rotation; Operational Deployment

Education

College and University: ABAC (Advanced Business Analytics Course) (D); Commence graduate level studies/school (D)
Credentials & Certifications (Continuing Education): Achieve and maintain DoD FM certification Level 2 (R); Certified Defense Financial Manager (CDFM) (D)
Military Schooling: Finance and Comptroller Captains Career Course (R); Fiscal Law Course (D); PPBE (Planning, Programming, Budget, and Execution) (D); Principles of Cost Accounting and Management (PCAM) (D); General Fund Enterprise Business System (GFEBS) Cost Management (O); GFEBS Financials (D); Business Analytics; and Introduction to Enterprise Resource Planning (ERP) (O); Army Comptroller Course (ACC) (O)

Baseline Talents (ATAF - Tier 2):

Reasoning (II)
 General Communication (II)
 Management (I)
 General Cognitive Ability (II)
 Problem Solving (II)
 Budget & Finance (II)

Assignment Developed Talents (ATAF – Tier 2):

Reasoning (III)
 General Communication (III)
 Management (II)
 General Cognitive Ability (III)
 Problem Solving (III)
 Budget & Finance (III)

Specified ATAF KSBs (Baseline Developed): Advanced Computer Skills (I); Analyze Data or Information (I); Analytical Thinking (II); Basic Computer Skills (II); Basic Mathematics (II); Communication Ability (II); Communicator (II); Consensus Building (I); Cooperation / Teamwork (II); Cultural Awareness (II); Cyber Knowledge (I); Data Science (I); Decision Making (II); Emotional Control (II); Empathy (I); Knowledge of Processes and Procedures (II); Lead by Example (II); MOS/Branch-Specific Knowledge and Skill (II); Process Information and Data (II); Proficiency With Mission Systems (I); Quantitative Reasoning (II); Self Management (II); Structured Problem Solving (I); Systems Thinking (II); Team Planning (II); Written Communication (II).

Specified ATAF KSBs (Assignment Developed): Advanced Computer Skills (II); Analyze Data or Information (II); Analytical Thinking (II); Assessing and Mitigating Harm (II); Basic Computer Skills (III); Basic Mathematics (III); Communication Ability (II); Communicator (II); Consensus Building (II); Cooperation/Teamwork (II); Coordination (II); Creative Problem Solving (II); Critical Thinking (II); Cultural Awareness (II); Cyber Knowledge (I); Data Science (I); Decision Making (II); Emotional Control (II); Empathy (II); Encourages Fairness and Inclusiveness (III); Encourages Subordinates to Exercise Initiative, Accept Responsibility, and Take Ownership (I); Financial Management (I); Fosters Teamwork & Cohesion (II); Humility (II); Improves the Organization (II); Innovative (II); Knowledge of Processes and Procedures (III); Lead by Example (II); Mentoring (I); Military and Professional Bearing (III); Monitoring (II); MOS/Branch-Specific Knowledge and Skill (III); Process Information & Data (II); Proficiency With Mission Systems (I); Quantitative Reasoning (II); Self Management (II); Structured Problem Solving (II); Sustains a Climate of Trust (III); Systems Thinking (III); Task Planning & Management (II); Team Planning (II); Written Communication (II).



FC Major KSB Storyboard



Proponent Vision: The FC branch requires Majors who are professional leaders of Soldiers. They should be mentally agile, physically fit disciplined and very well-versed in laws, regulations, and policies with regard to stewardship of public funds. FC Majors embody the warrior ethos. They will place the welfare of their Soldiers ahead of their own, and they will live the Army Values without exception. Their example will inspire others to achieve the same level of commitment and professionalism. The branch must produce agile and adaptive leaders who are flexible, critically reflective, and comfortable with ambiguity and uncertainty. FC officers must be challenged and imbued with the confidence to be innovative and adaptive while competently performing in a joint, interagency, intergovernmental and multinational (JIIM) environment. FC officers are valued for their skills as leaders, trainers and planners; these skills are acquired and enhanced through realistic training, professional military education, and service in the most demanding troop leading and staff positions of the branch.

Developmental/ Experiential Learning

Positions: FMSU Commander; 2-Star Command Deputy G8; Battalion Executive Officer

Additional Duties: Service School Instructor/Writer; Doctrine Development/Proponency Officer; Inspector General

Experiences: CTC Rotation; Operational Deployment

Education

College and University: ABAC (Advanced Business Analytics Course) (D); Commence graduate level studies/school (D)

Credentials & Certifications (Continuing Education): Achieve and maintain DoD FM certification Level 2 (R); Certified Defense Financial Manager (CDFM) (D)

Military Schooling: Intermediate Level Education (ILE) (R); Fiscal Law Course (D), PPBE (Planning, Programming, Budget, and Execution) (D), Principles of Cost Accounting and Management (PCAM) (D); General Fund Enterprise Business System (GFEBS) Cost Management (D); GFEBS Financials (D); Business Analytics (D); Introduction to Enterprise Resource Planning (ERP) (O); Executive Comptroller Course (ECC) (O)

Baseline Talents (ATAF - Tier 2):

Reasoning (II)
General Communication (II)
Management (II)
General Cognitive Ability (II)
Problem Solving (II)
Budget & Finance (II)

Assignment Developed Talents (ATAF – Tier 2):

Reasoning (III)
General Communication (III)
Management (II)
General Cognitive Ability (III)
Problem Solving (III)
Budget & Finance (III)

Specified ATAF KSBs (Baseline Developed): Advanced Computer Skills (II); Analytical Thinking (III); Analyze Data or Information (III); Basic Computer Skills (III); Basic Mathematics (II); Communication Ability (II); Cooperation/ Teamwork (III); Cultural Awareness (II); Data Science (I); Decision Making (II); Detail-Focused & Precise (II); Emotional Control (II); Joint, Interagency, Intergovernmental, And Multinational (JIIM) Perspective (I); Knowledge of Processes and Procedures (III); Lead by Example (III); MOS/Branch-Specific Knowledge and Skill (II); Process Information and Data (II); Proficiency With Mission Systems (I); Quantitative Reasoning (III); Self Management (III); Structured Problem Solving (III); Systems Thinking (III); Team Planning (III); Written Communication (II)

Specified ATAF KSBs (Assignment Developed): Advanced Computer Skills (III); Analytical Thinking (III); Analyze Data or Information (III); Assessing and Mitigating Harm (III); Basic Computer Skills (III); Basic Mathematics (III); Communication Ability (III); Cooperation/Teamwork (III); Coordination (III); Critical Thinking (III); Cultural Awareness (III); Data Science (II); Decision Making (III); Detail-Focused & Precise (III); Emotional Control (III); Empathy (III); Encourages Fairness and Inclusiveness (III); Encourages Subordinates to Exercise Initiative, Accept Responsibility and Take Ownership (III); Financial Management (II); Fosters Teamwork & Cohesion (III); Humility (III); Improves the Organization (III); Innovative (III); Joint, Interagency, Intergovernmental, And Multinational (JIIM) Perspective (I); Knowledge of Processes and Procedures (III); Lead by Example (III); Mentoring (III); Military and Professional Bearing (III); MOS/Branch-Specific Knowledge and Skill (III); Process Information & Data (III); Proficiency With Mission Systems (II); Quantitative Reasoning (III); Structured Problem Solving (III); Systems Thinking (III); Team Planning (III); Written Communication (III)



FC Lieutenant Colonel KSB Storyboard



Proponent Vision: FC Lieutenant Colonels bring extensive experience in leadership, technical proficiency, and the ability to lead, train, motivate, and care for Soldiers in both the command and staff environments. They model the Army Values and display character, competence, and commitment exemplified in the ideals espoused by the Army Profession. They are well-versed in all facets of tactical, operational, and strategic operations and have advanced understanding of the FC Structure and Planning Program Budget Execution Systems and how they are applied within the Army enterprise. They are experts in organizational leadership and provide expert oversight of all facets of Division-level FC Support. They are experts in the Military Decision Making Process and talent management, and provide commanders with cognitive, diagnostic, predictive, and prescriptive analysis and recommendations. They integrate within the sustainment enterprise at the theater level to facilitate the execution of ASCC-level external FC mission requirements. They are key contributors during the development of Army-level policy and serve as planners and strategic enablers within the Joint Force.

Developmental/ Experiential Learning

Positions: Division or TSC G-8 (CSL); DSTB/STB Battalion Commander; HHBN Battalion Commander; Recruiting Battalion Commander

Broadening Experiences: Joint Staff; FC Staff Officer; Deputy Corps G-8; FMSC Deputy Director

Experiences: Division-level G-8; DSTB/STB Command; Deployments; Combat Training Center training rotations; Joint Service; Development of Army-level policy; Army Enterprise FC operations.

Education

College and University: Graduate degree in a discipline that can be applied in support of the financial management dimension of the Army (R).

Credentials & Certifications (Continuing Education): Lean Six Sigma (D); Project Management Program (D); Certified Analytics Professional (D).

Military Schooling: Pre-Command Course (D); Support Operations Course (D); Senior Service College (D)

Baseline Developed Talents (ATAF - Tier 2):

Conscientiousness (III)	Military Specific (IV)
Cultural Awareness (III)	Multi-Domain Collaboration (II) Decision Making (III)
Emotional Stability (III)	Problem Solving (III)
General Cognitive Ability (III)	Reasoning (III)
General Communication (III)	Systems Thinking (III)
IT Programs and Systems (III)	Tactical/Technical Competence (IV)
Leadership (III)	Teamwork (III)
Math & Science (III)	Written Communication (III)

Assignment Developed Talents (ATAF – Tier 2):

Agreeableness (IV)	Interest (III)	Problem Solving (III)
Budget & Finance (II)	IT Programs & Systems (IV)	Reasoning (III)
Conscientiousness (III)	Leadership (IV)	Sustains Climate & Morale (IV)
Cultural Awareness (III)	Management (IV)	Systems Thinking (III)
Decision Making (III)	Math & Science (III)	Tactical / Technical Competence (IV)
Emotional Stability (IV)	Military Specific (IV)	Teamwork (IV)
Empathy (III)	Multi-Domain Collaboration (II)	Training and Developing Others (IV)
General Cognitive Ability (III)	Openness to Experience (III)	Written Communication (III)
General Communication (III)	Performance Management (IV)	

Specified ATAF KSBs (Baseline Developed): Advanced Computer Skills (IV); Analytical Thinking (III); Analyze Data or Information (III); Basic Computer Skills (III); Basic Mathematics (III); Communication Ability (III); Cooperation / Teamwork (III); Cultural Awareness (III); Data Science (II); Decision Making (III); Detail-Focused & Precise (III); Emotional Control (III); JIIM Perspective (II); Lead by Example (III); MOS/Branch-Specific Knowledge and Skill (IV); Process Information and Data (III); Proficiency With Mission Systems (III); Quantitative Reasoning (III); Self Management (III); Structured Problem Solving (III); Systems Thinking (III); Team Planning (III); Written Communication (III).

Specified ATAF KSBs (Assignment Developed): Advanced Computer Skills (IV); Analytical Thinking (III); Analyze Data or Information (III); Assessing and Mitigating Harm (IV); Basic Computer Skills (III); Basic Mathematics (III); Communication Ability (III); Cooperation/Teamwork (III); Coordination (III); Critical Thinking (III); Cultural Awareness (III); Data Science (III); Decision Making (III); Detail-Focused & Precise (III); Emotional Control (IV); Empathy (III); Encourages Subordinates to Exercise Initiative (III); Financial Management (II); Fosters Teamwork & Cohesion (IV); Humility (IV); Improves the Organization (III); Innovative (III); JIIM Perspective (II); Lead by Example (IV); Mentoring (IV); Military and Professional Bearing (IV); MOS/Branch-Specific Knowledge and Skill (IV); Proficiency With Mission Systems (III); Quantitative Reasoning (III); Recognizes and Rewards Good Performance (IV); Structured Problem Solving (III); Systems Thinking (III); Team Planning (III); Working In Multidisciplinary Contexts (II); Written Communication (III).



FC Colonel KSB Storyboard



Proponent Vision: FC Colonels are versatile and experienced strategic leaders and creative thinkers who serve in both staff and command billets in various types of environments. They model the Army Values and display character, competence, and commitment exemplified in the ideals espoused by the Army Profession. They are experts in organizational leadership and provide expert oversight of all facets of Corps-level and higher FC Support. They possess extensive backgrounds in all facets of tactical, operational, and strategic operations and are experts in the Financial Management and Planning Program Budget Execution Systems and how they are applied in the Army enterprise. They are experts in the Military Decision Making Process and talent management, and provide commanders with cognitive, diagnostic, predictive, and prescriptive analysis and recommendations and structured problem solving solutions. They serve in key FC positions responsible for the execution and oversight of theater-level FC mission requirements. They provide Army-level DOTMLPFP oversight of FC capabilities and capacity, are contributors during the development of Army-level policy, and serve in key leadership positions within the Joint Force.

Developmental/ Experiential Learning

Positions: Corps G-8 (CSL); FMSC Director

Broadening Experiences: HQDA Joint Staff Officer

Experiences: Corps-level and higher G-8; Deployments; Combat Training Center training rotations; Joint Service; Development of Army-level policy

Education

College and University: Graduate degree in a discipline that can be applied in support of the financial management dimension of the Army (R).

Credentials & Certifications (Continuing Education): Certified Analytics Professional (D).

Military Schooling: Senior Service College (R); Pre-Command Course (D)

Baseline Developed Talents (ATAF - Tier 2):

Conscientiousness (IV)	Military Specific (IV)
Cultural Awareness (III)	Multi-Domain Collaboration (III)
Making (III)	Problem Solving (III)
Emotional Stability (IV)	Reasoning (III)
General Cognitive Ability (III)	Systems Thinking (III)
General Communication (III)	Tactical/Technical Competence (IV)
IT Programs and Systems (IV)	Teamwork (IV)
Leadership (IV)	Written Communication (III)
Math & Science (III)	

Assignment Developed Talents (ATAF – Tier 2):

Agreeableness (IV)	Interest (IV)	Problem Solving (IV)
Budget & Finance (III)	IT Programs & Systems (IV)	Reasoning (III)
Conscientiousness (IV)	Leadership (IV)	Sustains Climate & Morale (IV)
Cultural Awareness (IV)	Management (IV)	Systems Thinking (IV)
Decision Making (IV)	Math & Science (III)	Tactical / Technical Competence (IV)
Emotional Stability (IV)	Military Specific (IV)	Teamwork (IV)
Empathy (III)	Multi-Domain Collaboration (III)	Training and Developing Others (IV)
General Cognitive Ability (III)	Openness to Experience (III)	Written Communication (III)
General Communication (III)	Performance Management (IV)	

Specified ATAF KSBs (Baseline Developed): Advanced Computer Skills (IV); Analytical Thinking (III); Analyze Data or Information (III); Basic Computer Skills (III); Communication Ability (III); Cooperation/ Teamwork (III); Cultural Awareness (III); Data Science (III); Decision Making (III); Detail-Focused & Precise (III); Emotional Control (IV); JIIM Perspective (III); Knowledge of Processes and Procedures (IV); Lead by Example (IV); MOS/Branch-Specific Knowledge and Skill (IV); Process Information and Data (III); Proficiency With Mission Systems (III); Quantitative Reasoning (III); Structured Problem Solving (III); Systems Thinking (III); Written Communication (III).

Specified ATAF KSBs (Assignment Developed): Advanced Computer Skills (IV); Analytical Thinking (III); Analyze Data or Information (III); Assessing and Mitigating Harm (IV); Basic Computer Skills (III); Communication Ability (III); Cooperation/Teamwork (IV); Coordination (III); Critical Thinking (IV); Cultural Awareness (IV); Data Science (III); Decision Making (IV); Detail-Focused & Precise (III); Emotional Control (IV); Empathy (III); Encourages Subordinates to Exercise Initiative (III); Financial Management (III); Fosters Teamwork & Cohesion (IV); Improves the Organization (III); Innovative (III); JIIM Perspective (III); Knowledge of Processes and Procedures (IV); Lead by Example (IV); Mentoring (IV); Military and Professional Bearing (IV); MOS/Branch-Specific Knowledge and Skill (IV); Process Information & Data (III); Proficiency With Mission Systems (IV); Quantitative Reasoning (III); Recognizes and Rewards Good Performance (IV); Structured Problem Solving (IV); Sustains a Climate of Trust (III); Systems Thinking (IV); Task Planning & Management (IV); Team Planning (IV); Working In Multidisciplinary Contexts (III); Written Communication (III).