

**IBC GS-0505 Financial Management Cluster**  
**(Associate Director, FMD)**  
**Final**

Approved by the Competency Model Review Board 02/23/16

Competency	Definition	Proficiency Level	Remarks
Analytical Thinking	Able to breakdown raw information and undefined problems into specific, workable components that, in turn, clearly identify the issues at hand. Makes logical conclusions, anticipates obstacles, and considers different approaches that are relevant to the decision making process.	<u>GS 5-10 GS-11-13 GS-14-15 ES/SL</u> N/A      N/A      N/A      5	
External Awareness	Identifies and keeps up-to-date on key agency policies/priorities and economic, political, and social trends which affect the organization; understands where the organization is headed and how to make a contribution.	<u>GS 5-10 GS-11-13 GS-14-15 ES/SL</u> N/A      N/A      N/A      5	

Competency	Definition	Proficiency Level	Remarks
Technical – Financial Management	Prepares, justifies, and/or administers the budget for program areas; plans, administers, and monitors expenditures to ensure cost-effective support of programs and policies; assesses financial condition of an organization.	<u>GS 5-10 GS-11-13 GS-14-15 ES/SL</u> N/A N/A N/A 5	
Legal, Government, & Jurisprudence	Knowledge of laws, legal codes, court procedures, precedents, legal practices and documents, government regulations, executive orders, agency rules, government organization and functions, and the democratic political process.	<u>GS 5-10 GS-11-13 GS-14-15 ES/SL</u> N/A N/A N/A 5	

Competency	Definition	Proficiency Level	Remarks
Program Management	Manages a program area for an organization that may consist of multiple projects and programs across a broad spectrum of functional specialties such as financial management, policy development, organizational development, quality management, and/or performance metrics; directs related resources, personnel and activities.	<u>GS 5-10 GS-11-13 GS-14-15 ES/SL</u> N/A N/A N/A 5	
Risk Management	Knowledge of the principles, methods, and tools used for risk assessment and mitigation, including assessment of failures and their consequences.	<u>GS 5-10 GS-11-13 GS-14-15 ES/SL</u> N/A N/A N/A 5	
Vision	Envisions a long-term view and initiates organizational change for the future; builds the vision with others; spots opportunities to move the organization toward the vision.	<u>GS 5-10 GS-11-13 GS-14-15 ES/SL</u> N/A N/A N/A 5	

### **Proficiency Level Definitions:**

**1 = Awareness:** Applies the competency in the simplest situations; requires close and extensive guidance; demonstrates awareness of concepts and processes.

**2 = Basic:** Applies the competency in somewhat difficult situations; requires frequent guidance; demonstrates familiarity with concepts and processes.

**3 = Intermediate:** Applies the competency in difficult situations; requires occasional guidance; demonstrates understanding of the concepts and processes.

**4 = Advanced:** Applies the competency in considerably difficult situations; generally requires little or no guidance; demonstrates broad understanding of concepts and processes.

**5 = Expert:** Applies the competency in exceptionally difficult situations; serves as a key resource and advises others; demonstrates comprehensive expert understanding of concepts and processes.