



Career Advancement & Certification Programs

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Government Finance Officers Association

Where do I start?

- ▶ Know your strengths and weaknesses/think about your career path/what gives you value
- ▶ Consider what has been successful for others
- ▶ Network - attend Conferences & volunteer for Committees
- ▶ Develop - State and National certification options



Define Success

It is defined by YOU

- ▶ Give thought to what is most important to you.
- ▶ What tasks do you enjoy most?
- ▶ What gives you job satisfaction?
- ▶ Are you an introvert/extrovert?
- ▶ Do you like interacting with others or do you prefer to work alone?
- ▶ Do you see yourself as a leader/manager?
- ▶ Are you detail oriented?
- ▶ Are you a “Big Picture” person?
- ▶ Do you enjoy finding solutions?
- ▶ Are you motivated by helping others?
- ▶ Do you think “inside the box” or “outside of the box” or both?
- ▶ Don't hesitate to discuss your career desires.

Your Career Track

Which direction are you going?

An Accounting Track example

- ▶ Intern
- ▶ Accounting Clerk I
- ▶ Accounting Clerk II
- ▶ Accounting Clerk III
- ▶ Accountant I
- ▶ Accountant II
- ▶ Accountant III
- ▶ Senior Accountant
- ▶ Accounting Manager
- ▶ Controller
- ▶ Finance Director/CFO

A Budget Track example

- ▶ Budget Assistant
- ▶ Budget/Financial Analyst I
- ▶ Budget/Financial Analyst II
- ▶ Budget/Financial Analyst III
- ▶ Senior Budget/Financial Analyst
- ▶ Budget Officer

A Customer Service Track example

- ▶ Cashier
- ▶ Customer Service Representative I
- ▶ Customer Service Representative II
- ▶ Customer Service Representative III
- ▶ Customer Service Supervisor
- ▶ Customer Service Manager

A Risk Management Track example

- ▶ Safety Program Assistant
- ▶ Safety Trainer
- ▶ Risk Analyst
- ▶ Risk and Insurance Manager

A Procurement Track example

- ▶ Buyer
- ▶ Procurement Analyst
- ▶ Contract Analyst
- ▶ Senior Buyer
- ▶ Procurement/Supply Chain Manager

The important thing is to focus on is where you'd like to end up

- ▶ ...we could go on....Treasury... Grants...IT....Strategic Management....or even work in another Department
- ▶ There are different paths to get where you are going.
- ▶ Have an idea of where you'd like to end up and what it takes in the way of education, experience, and credentials to get there.

Network, Network, Network!

- ▶ Look for opportunities to gain knowledge and experience outside of day-to-day duties
- ▶ Ask for permission to engage in different aspects of the organization to learn more
- ▶ Get involved in your community organizations
- ▶ Spend time on yourself to become a more well-rounded professional

- ▶ GFOASC and GFOA are great resources!

Matthew's and Anne's GFOASC paths

- ▶ In person attendance
- ▶ Volunteer activities
- ▶ Committees
- ▶ Board
- ▶ GFOASC President
- ▶ Then....Past President!

Where to start?

▶ GFOA-SC State:

▶ Volunteer for a Committee

- ▶ Nominating
- ▶ Membership
- ▶ Program
- ▶ Financial Review
- ▶ Certification
- ▶ Scholarship
- ▶ Professional Ethics
- ▶ Policies & Procedures
- ▶ Spring & Fall Conference

▶ Attend Training Sessions

▶ Board of Directors

▶ GFOA National:

▶ Volunteer as a Reviewer

▶ Affinity Groups

- ▶ Black Caucus
- ▶ Women's Public Finance Network
- ▶ Young Professionals Network

▶ Member Communities

▶ Research Materials & Best Practices

▶ On-line training

▶ Standing Committees

▶ Executive Board

GFOASC's Certified Government Finance Officer (CGFO) or GFOA's Certified Public Finance Officer (CPFO)

- ▶ The objective of the GFOASC CGFO program is to promote and encourage professional development of financial officers and persons supervising financial programs in South Carolina state, county, local and public education governments.
- ▶ The objective of the GFOA CPFO program is to prepare individuals for leadership positions in state and local governments by enhancing fundamental skills and increasing knowledge of best practices and standards in public finance.
- ▶ The education content of the two programs are very similar.
- ▶ Both require passage on on-line proctored exams within a specified time period.
- ▶ Plan on at least a year, but more realistically two-years to complete either program.

GFOASC's Certified Government Finance Officer (CGFO) or GFOA's Certified Public Finance Officer (CPFO)

GFOASC CGFO	GFOA CPFO
- In-person training	- On-line training
- a South Carolina certification	- a National certification transferable from State to State
- \$1500 fee, \$60 per exam,	- \$1200 fee, \$600 per exam, \$175 annual CPFO fee
- 5 courses:	- 7 courses:
Financial Planning & Budgeting	Accounting & Financial Reporting
Capital Planning & Forecasting	Compensation & Benefits
Financial Management	Debt Management
Governmental Accounting	Planning & Budgeting
Financial Reporting & Auditing	Treasury & Investment Management
	Procurement
	Risk Assessment

What if a Certification is not for me?

- ▶ That's 100% fine!
- ▶ Identify your best fit
- ▶ Ask questions - how can I get there?
- ▶ Then you have to start.
- ▶ You CAN do it!

Questions?