

Career Program 61 Historian/Museum Curator  
Series 1015 Museum Curator

<b>Civilian Career Map</b>	This career map provides a standardized framework and career enhancing information to individuals and managers for the professional development of the Army Civilian Corps. The map serves as the professional blueprint for your successful civil service career while providing information and guidance for advancement.						
<b>Career Program:</b>	<a href="#">Historian/Archivist/Museum Professional</a>						
<b>Career Program Number:</b>	61						
<b>Career Series:</b>	1015 Museum Curator						
<b>Qualifying for a Career</b>	<a href="#">Guide to Federal Classification and Job Grading Systems</a>	<a href="#">Guide to Federal Classification and Job Grading Systems</a>	<a href="#">Guide to Federal Classification and Job Grading Systems</a>	<a href="#">Guide to Federal Classification and Job Grading Systems</a>	<a href="#">Guide to Federal Classification and Job Grading Systems</a>	<a href="#">Guide to Federal Classification and Job Grading Systems</a>	<a href="#">Guide to Federal Classification and Job Grading Systems</a>
<b>Series Description</b>	<b>General Schedule</b> GS 07	<b>General Schedule</b> GS 09	<b>General Schedule</b> GS 11 Supervisory/ Nonsupervisory	<b>General Schedule</b> GS 12 Supervisory/ Nonsupervisory	<b>General Schedule</b> GS 13 Supervisory/ Nonsupervisory	<b>General Schedule</b> GS 14 Supervisory/ Nonsupervisory	<b>General Schedule</b> GS 15 Supervisory/ Nonsupervisory
<b>Key Assignments</b>	<b>Location:</b> Installation  <b>Positions:</b> Museum Curator Intern	<b>Location:</b> Installation  <b>Positions:</b> Museum Intern Museum Curator	<b>Location:</b> Installation ACOM ASCC DRU  <b>Positions:</b> Deputy Director Museum Curator Staff Curator	<b>Location:</b> Installation ACOM ASCC DRU  <b>Positions:</b> Museum Director Museum Curator Staff Curator	<b>Location:</b> Installation ACOM ASCC DRU DA  <b>Positions:</b> Museum Director Senior Curator Staff Curator	<b>Location:</b> Installation ACOM ASCC DRU DA  <b>Positions:</b> Museum Director Branch Chief Staff Curator	<b>Location:</b> ACOM ASCC DRU DA  <b>Positions:</b> Museum Director Division Chief Chief Curator
<b>Leadership Competencies</b>	<a href="#">Interpersonal Skills</a> <a href="#">Oral Communications</a> <a href="#">Integrity/Honesty</a> <a href="#">Written Communications</a> <a href="#">Continual Learning</a> <a href="#">Public Service Motivation</a> <a href="#">Accountability</a> <a href="#">Critical Thinking</a> <a href="#">External Awareness</a> <a href="#">Financial Management</a>  <a href="#">Problem Solving</a> <a href="#">Strategic Thinking</a> <a href="#">Technology Management</a> <a href="#">Vision</a>	<a href="#">Interpersonal Skills</a> <a href="#">Oral Communications</a> <a href="#">Integrity/Honesty</a> <a href="#">Written Communications</a> <a href="#">Continual Learning</a> <a href="#">Public Service Motivation</a> <a href="#">Accountability</a> <a href="#">Critical Thinking</a> <a href="#">External Awareness</a> <a href="#">Financial Management</a>  <a href="#">Problem Solving</a> <a href="#">Strategic Thinking</a> <a href="#">Technology Management</a> <a href="#">Vision</a>	<a href="#">Interpersonal Skills</a> <a href="#">Oral Communications</a> <a href="#">Integrity/Honesty</a> <a href="#">Written Communications</a> <a href="#">Continual Learning</a> <a href="#">Public Service Motivation</a> <a href="#">Accountability</a> <a href="#">Critical Thinking</a> <a href="#">External Awareness</a> <a href="#">Financial Management</a> <a href="#">HR Management</a> <a href="#">Influencing and Negotiating</a>  <a href="#">Problem Solving</a> <a href="#">Strategic Thinking</a> <a href="#">Technology Management</a> <a href="#">Vision</a>	<a href="#">Interpersonal Skills</a> <a href="#">Oral Communications</a> <a href="#">Integrity/Honesty</a> <a href="#">Written Communications</a> <a href="#">Continual Learning</a> <a href="#">Public Service Motivation</a> <a href="#">Accountability</a> <a href="#">Critical Thinking</a> <a href="#">External Awareness</a> <a href="#">Financial Management</a> <a href="#">HR Management</a> <a href="#">Influencing and Negotiating</a>  <a href="#">Problem Solving</a> <a href="#">Strategic Thinking</a> <a href="#">Technology Management</a> <a href="#">Vision</a>	<a href="#">Interpersonal Skills</a> <a href="#">Oral Communications</a> <a href="#">Integrity/Honesty</a> <a href="#">Written Communications</a> <a href="#">Continual Learning</a> <a href="#">Public Service Motivation</a> <a href="#">Accountability</a> <a href="#">Critical Thinking</a> <a href="#">External Awareness</a> <a href="#">Financial Management</a> <a href="#">HR Management</a> <a href="#">Influencing and Negotiating</a>  <a href="#">Problem Solving</a> <a href="#">Strategic Thinking</a> <a href="#">Technology Management</a> <a href="#">Vision</a>	<a href="#">Interpersonal Skills</a> <a href="#">Oral Communications</a> <a href="#">Integrity/Honesty</a> <a href="#">Written Communications</a> <a href="#">Continual Learning</a> <a href="#">Public Service Motivation</a> <a href="#">Accountability</a> <a href="#">Critical Thinking</a> <a href="#">External Awareness</a> <a href="#">Financial Management</a> <a href="#">HR Management</a> <a href="#">Influencing and Negotiating</a>  <a href="#">Problem Solving</a> <a href="#">Strategic Thinking</a> <a href="#">Technology Management</a> <a href="#">Vision</a>	<a href="#">Interpersonal Skills</a> <a href="#">Oral Communications</a> <a href="#">Integrity/Honesty</a> <a href="#">Written Communications</a> <a href="#">Continual Learning</a> <a href="#">Public Service Motivation</a> <a href="#">Accountability</a> <a href="#">Critical Thinking</a> <a href="#">External Awareness</a> <a href="#">Financial Management</a> <a href="#">HR Management</a> <a href="#">Influencing and Negotiating</a>  <a href="#">Problem Solving</a> <a href="#">Strategic Thinking</a> <a href="#">Technology Management</a> <a href="#">Vision</a>

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	GS 07	GS 09	GS 11 Supervisory/ Nonsupervisory	GS 12 Supervisory/ Nonsupervisory	GS 13 Supervisory/ Nonsupervisory	GS 14 Supervisory/ Nonsupervisory	GS 15 Supervisory/ Nonsupervisory
<b>Functional Competencies</b>	<a href="#">Collecting</a> <a href="#">Research</a> <a href="#">Collections Responsibility</a> <a href="#">Education and Training</a>	<a href="#">Collecting</a> <a href="#">Research</a> <a href="#">Collections Responsibility</a> <a href="#">Education and Training</a> <a href="#">Interpretive Writing</a>	<a href="#">Collecting</a> <a href="#">Research</a> <a href="#">Collections Responsibility</a> <a href="#">Interpretive Writing</a> <a href="#">Exhibit Management</a> <a href="#">Conservation and Preservation</a> <a href="#">Scholarship</a> <a href="#">Museum Management</a> <a href="#">Strategic Planning</a> <a href="#">Financial Planning</a>	<a href="#">Collecting</a> <a href="#">Research</a> <a href="#">Collections Responsibility</a> <a href="#">Interpretive Writing</a> <a href="#">Exhibit Management</a> <a href="#">Conservation and Preservation</a> <a href="#">Scholarship</a> <a href="#">Museum Management</a> <a href="#">Strategic Planning</a> <a href="#">Financial Planning</a>	<a href="#">Collecting</a> <a href="#">Research</a> <a href="#">Collections Responsibility</a> <a href="#">Interpretive Writing</a> <a href="#">Exhibit Management</a> <a href="#">Conservation and Preservation</a> <a href="#">Scholarship</a> <a href="#">Museum Management</a> <a href="#">Strategic Planning</a> <a href="#">Financial Planning</a>	<a href="#">Collecting</a> <a href="#">Research</a> <a href="#">Collections Responsibility</a> <a href="#">Interpretive Writing</a> <a href="#">Exhibit Management</a> <a href="#">Conservation and Preservation</a> <a href="#">Scholarship</a> <a href="#">Museum Management</a> <a href="#">Strategic Planning</a> <a href="#">Financial Planning</a>	<a href="#">Research</a> <a href="#">Exhibit Management</a> <a href="#">Scholarship</a> <a href="#">Museum Management</a> <a href="#">Strategic Planning</a> <a href="#">Financial Planning</a> <a href="#">Administration of Museum Systems</a>
<b>Core Competencies</b>	<a href="#">Knowledge of career program functions</a>  <a href="#">Knowledge of professional methods and techniques</a> <a href="#">Program Advocacy</a> <a href="#">Knowledge of history</a>	<a href="#">Knowledge of career program functions</a> <a href="#">Administration of career program functions</a>  <a href="#">Knowledge of professional methods and techniques</a> <a href="#">Program Advocacy</a> <a href="#">Knowledge of history</a>	<a href="#">Knowledge of career program functions</a> <a href="#">Administration of career program functions</a> <a href="#">Supervision of career program functions</a>  <a href="#">Knowledge of professional methods and techniques</a> <a href="#">Program Advocacy</a> <a href="#">Knowledge of history</a>	<a href="#">Knowledge of career program functions</a> <a href="#">Administration of career program functions</a> <a href="#">Supervision of career program functions</a>  <a href="#">Knowledge of professional methods and techniques</a> <a href="#">Program Advocacy</a> <a href="#">Knowledge of history</a>	<a href="#">Knowledge of career program functions</a> <a href="#">Administration of career program functions</a> <a href="#">Supervision of career program functions</a>  <a href="#">Knowledge of professional methods and techniques</a> <a href="#">Program Advocacy</a> <a href="#">Knowledge of history</a>	<a href="#">Knowledge of career program functions</a> <a href="#">Administration of career program functions</a> <a href="#">Supervision of career program functions</a>  <a href="#">Knowledge of professional methods and techniques</a> <a href="#">Program Advocacy</a> <a href="#">Knowledge of history</a>	<a href="#">Knowledge of career program functions</a> <a href="#">Administration of career program functions</a> <a href="#">Supervision of career program functions</a>  <a href="#">Knowledge of professional methods and techniques</a> <a href="#">Program Advocacy</a> <a href="#">Knowledge of history</a>
<b>Leader Development</b>	<a href="#">Foundation Course</a> <a href="#">Basic Course</a> <a href="#">Action Officer Development Course</a> <a href="#">Supervisor Development Course</a>	<a href="#">Foundation Course</a> <a href="#">Basic Course</a> <a href="#">Action Officer Development Course</a> <a href="#">Supervisor Development Course</a>	<a href="#">Foundation Course</a> <a href="#">Basic Course</a> <a href="#">Action Officer Development Course</a> <a href="#">Supervisor Development Course</a>  <a href="#">Intermediate Course</a>  <a href="#">Manager Development Course</a>	<a href="#">Foundation Course</a> <a href="#">Basic Course</a> <a href="#">Action Officer Development Course</a> <a href="#">Supervisor Development Course</a>  <a href="#">Intermediate Course</a> <a href="#">Manager Development Course</a>  <a href="#">Federal Executive Institute Courses</a>	<a href="#">Foundation Course</a> <a href="#">Basic Course</a> <a href="#">Action Officer Development Course</a> <a href="#">Supervisor Development Course</a>  <a href="#">Intermediate Course</a> <a href="#">Advanced Course</a> <a href="#">Manager Development Course</a>  <a href="#">Federal Executive Institute Courses</a>	<a href="#">Foundation Course</a> <a href="#">Basic Course</a> <a href="#">Action Officer Development Course</a> <a href="#">Supervisor Development Course</a>  <a href="#">Intermediate Course</a> <a href="#">Advanced Course</a> <a href="#">Manager Development Course</a>  <a href="#">Federal Executive Institute Courses</a> <a href="#">Senior Enterprise Talent Management TDY</a> <a href="#">Senior Service College Continuing Education for Senior Leaders</a>	<a href="#">Foundation Course</a> <a href="#">Basic Course</a> <a href="#">Action Officer Development Course</a> <a href="#">Supervisor Development Course</a>  <a href="#">Intermediate Course</a> <a href="#">Advanced Course</a> <a href="#">Manager Development Course</a>  <a href="#">Federal Executive Institute Courses</a> <a href="#">Senior Enterprise Talent Management TDY</a> <a href="#">Senior Service College Continuing Education for Senior Leaders</a>
<b>Civilian Human Resources Training Application System</b>							

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<b>Leader Development</b>	<a href="#">Defense Civilian Emerging Leader Program</a>	<a href="#">Defense Civilian Emerging Leader Program</a>	<a href="#">Defense Civilian Emerging Leader Program</a>	<a href="#">Defense Civilian Emerging Leader Program</a> <a href="#">Defense Executive Leadership Development Program</a>	<a href="#">Defense Executive Leadership Development Program</a>	<a href="#">Defense Executive Leadership Development Program</a> <a href="#">Defense Senior Leader Development Program</a>	<a href="#">Defense Senior Leader Development Program</a>
<b>Professional Development</b>	Intern Program  Professional Memberships Outside Workshops  Outside Reading	Intern Program <a href="#">Deployments</a> Developmental Assignment  Continuing Education: Professional Memberships Outside Workshops  Outside Reading	<a href="#">Deployments</a> Developmental Assignment  <a href="#">Army Congressional Fellowship</a>  Continuing Education: Professional Memberships Outside Workshops  Outside Reading Outside Publication Outside Presentation	<a href="#">Deployments</a> Developmental Assignment  <a href="#">Army Congressional Fellowship</a>  Continuing Education: Professional Memberships Outside Workshops  Outside Reading Outside Publication Outside Presentation Mentorship	<a href="#">Deployments</a> Developmental Assignment  <a href="#">Army Congressional Fellowship</a>  Continuing Education: Professional Memberships Outside Workshops  Outside Reading Outside Publication Outside Presentation Mentorship	<a href="#">Deployments</a>  <a href="#">Army Congressional Fellowship</a>  <a href="#">Harvard School Senior Executive Fellowship</a> Continuing Education: Professional Memberships Outside Workshops  Outside Reading Outside Publication Outside Presentation Mentorship	<a href="#">Harvard School Senior Executive Fellowship</a> <a href="#">Senior Manager Course in National Security</a> <a href="#">George Washington University National Security Studies</a> <a href="#">Syracuse University National Security Studies</a> Outside Reading, Publication, Presentations
<b>Occupational Training</b>	<a href="#">Army Courses Recommended by Supervisor/Command</a>  Basic Training in Museum Methods Army Museum System Training Course	<a href="#">Army Courses Recommended by Supervisor/Command</a>  Basic Training in Museum Methods Army Museum System Training Course	<a href="#">Army Courses Recommended by Supervisor/Command</a>  Intermediate Training in Museum Methods Army Museum System Training Course	<a href="#">Army Courses Recommended by Supervisor/Command</a>  Advanced Training in Museum Methods Army Museum System Training Course	<a href="#">Army Courses Recommended by Supervisor/Command</a>  Advanced Training in Museum Methods Army Museum System Training Course	<a href="#">Army Courses Recommended by Supervisor/Command</a>  Advanced Training in Museum Methods Army Museum System Training Course	<a href="#">Army Courses Recommended by Supervisor/Command</a>  Army Museum System Training Course

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<b>Academic Training</b>	Bachelor's degree Advanced Degree Course Work	Bachelor's degree Advanced Degree Course Work	Master's degree Advanced Degree Course Work	Master's degree Advanced Degree Course Work	Master's degree Advanced Degree Course Work	Doctoral degree Post Graduate Course Work	Doctoral degree Post Graduate Course Work
<b>Mandatory Training</b>	New Historians/Archivists/Museum Professionals Orientation Course Civilian Education Service Foundation Course Annual Security Awareness Antiterrorism Training Army Substance Abuse Program Ethics Information Assurance Training No FEAR Act Prevention of Sexual Harassment Threat Awareness and Reporting Program (TARP) <a href="#">Mandatory Training For Army Civilians</a>						

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SELF DEVELOPMENT		
<b>Learning Resources</b>	<a href="#">ACTEDS Training Catalog</a> <a href="#">Army e-Learning</a> <a href="#">Army Training Information Architecture</a> <a href="#">Army Distributed Learning System</a> <a href="#">GoArmy Education</a>	
<b>Career Guides/Regulations</b>	<a href="#">AR 690-950 Civilian Personnel Career Management</a> <a href="#">Army Civilian Corps Handbook</a> <a href="#">Civilian Personnel Online <a href="http://www.cpol.army.mil/library/train/">http://www.cpol.army.mil/library/train/</a></a> <a href="#">DA Administrative Publications</a>	<a href="#">AR 870-20 Army Museums, Historical Artifacts, and Art</a> <a href="#">AR 870-5: Military History: Responsibilities, Policies, and Procedures</a> <a href="#">FM 1-20 Military History Operations</a>
<b>Career Links</b>	<a href="#">Army Civilian Service</a> <a href="#">Civilian Human Resources Agency</a> <a href="#">Total Army Performance Evaluation System</a> <a href="#">Army Benefits Center-Civilian</a>	
<b>Professional Organizations/Journals</b>	<a href="#">Society for Military History</a> <a href="#">State and Regional Museum Associations</a> <a href="#">American Association of Museums</a> <a href="#">American Association for State and Local History</a>	<a href="#">Company of Military Historians</a> <a href="#">National Council on Public History</a> <a href="#">Oral History Association</a>

Miscellaneous Links	 Army Management Staff College
	 ARMY CIVILIAN SERVICE ★ Real opportunities. Important work. ★
	 USAJOBS WORKING FOR AMERICA
	 U.S. OFFICE OF PERSONNEL MANAGEMENT <i>Ensuring the Federal Government has an effective civilian workforce</i>
	 ARMY.MIL THE OFFICIAL HOMEPAGE OF THE UNITED STATES ARMY
	 LIBRARY OF CONGRESS
	 milWiki
	 AKO ARMY KNOWLEDGE ONLINE
 THE UNITED STATES DEPARTMENT OF DEFENSE CIVILIAN EXPEDITIONARY WORKFORCE <i>We Go Together!</i>	

Career Program 61  
Series 1015 Career Map  
Definitions

Key Assignments	Competencies	Leader Development	Professional Development	Occupational Development	Academic Training	Certifications
Positions that represent windows of opportunities for career personnel to complete diverse assignments across multiple echelons. The sequence of positions is not as important as mastering critical skills and gaining experience before the next stage of career development.	Identified behaviors, knowledge, skills, and abilities that directly and positively impact the success of employees and organizations. Competencies can be objectively measured, enhanced, and improved through coaching and learning opportunities. Competencies are broken into three	Training and education that focus on methods to support decision-making, quick thinking, and sound judgment, and ways to accelerate the development of Army leaders by improving interpersonal and team-building skills. The goal is to leverage cognitive and instructional technologies in ways that improve critical thinking skills needed by current and future leaders. Also focuses on enhancing leadership styles and skills in order to improve leader qualities as well the Core Leadership Competencies and Essential Supervisory Skills.	Activities and programs designed to increase knowledge and skill, through certified and consistent education in a profession. Competitive Professional Development (CPD) programs boost the individual's career through developmental assignments, experiential learning, continuing education, workshops and seminars, and working with experienced professionals. Competitive Professional Development programs strengthen and augment the employee's skills while building their expertise.	Training that combines general education classes, career-related coursework and developmental assignments/on-the-job learning. Through this combination employees can apply classroom instruction and professional behaviors to real-life situations.	Academic studies endorsed by the Army that provide the ability for an employee to pursue an academic degree (college, university) related to one's current career field through a competitive process.	Certifications and/or licenses required from a professional society or by law to validate an individual's ability and knowledge to perform one's official duties.
	<b>Leadership Competencies</b>			<b>Core Training</b>		
	Knowledge, skills and abilities that enable the leader to be innovative, adaptive and able to lead successfully in uncertain and complex operating environments.			Training that supports an employee's ability to develop required soft skills to satisfactorily perform their assigned duties.		
	<b>Functional Competencies</b>			<b>Functional Training</b>		
	Specific knowledge and skills necessary to perform one's tasks at a high level of accomplishment, in addition to understanding of any legal requirements related to one's field of expertise, and the institutional savvy necessary to attain objectives.			Training that combines general education classes, career-related coursework and developmental assignments/on-the-job training that relate specifically to employees' job series and occupational discipline.		
<b>Core Competencies</b>						
	General knowledge, skills and capabilities, central to the success of the career program and required to perform one's task at a certain level.					

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Leadership Competencies

Interpersonal Skills	Oral Communications	Integrity/ Honesty	Written Communications	Continual Learning	Public Service Motivation	Accountability	Critical Thinking	External Awareness	Financial Management	HR Management	Influencing and Negotiating	Problem Solving	Strategic Thinking	Technology Management	Vision
Treats others with courtesy, sensitivity, and respect. Considers and responds appropriately to the needs and feelings of different people in different situations. Provides staff with purpose, direction, and motivation.	Makes clear and convincing oral presentations to individuals or groups. Listens effectively and clarifies information as needed. Facilitates an open exchange of ideas and fosters atmosphere of open communication. Presents briefings to command and staff. Speaks at conferences, stakeholder meetings and Soldier training sessions. Presents clear oral information to customers in multiple contexts, including active listening.	Behaves in an honest, fair, and ethical manner. Shows consistency in words and actions. Models high ethical standards.	Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, and tables. Applies what is learned from written material to specific situations. Recognizes and uses correct English grammar, punctuation and spelling. Communicates information (e.g., facts, ideas, and messages) in a succinct, organized manner. Produces written information, which may include technical material, appropriate for the intended audience. Writes memoranda in accordance with AR 25-50. Writes a decision paper in accordance with the Military Decision Making Process (MDMP). Writes in a clear, concise, organized, and convincing manner for the intended audience.	Assesses and recognizes own strengths and weaknesses. Pursues self-development.	Shows a commitment to serve the public. Ensures that actions meet public needs. Aligns organizational objectives and practices with public interests.	Uses effective controls to ensure the integrity of the organization. Holds self and others accountable for rules and responsibilities. Ensures that projects of specific responsibility are completed in a timely manner within budget. Monitors and evaluates plans. Focuses on results, measuring attainment of outcomes. Acts responsibly and independently without supervision. Accepts responsibility for actions and mistakes. Practices sound fiscal/resource management. Completes tasks and projects on time, within budget and in accordance with standards.	Works with business information to answer questions, determine strategy, reduce risk, and maximize performance. Assesses validity of information drawn from a variety of sources and synthesizes data. Identifies trends and patterns to make appropriate decisions through collection and analysis of intelligence from a wide variety of sources. Clarifies complex issues and mitigates risk through data analysis. Triangulates and validates information from multiple sources.	Identifies and keeps current on economic, political and social trends that affect key organization policies and priorities. Understands where the organization is headed and how to make contributions. Coordinates interservice agreements, works collaboratively with committees, and promotes shared communications. Maintains situational awareness of economic, political, agency and service trends.	Understands the principles of financial management and marketing expertise necessary to ensure appropriate funding levels. Prepares, justifies and/or administers the budget for the program area. Uses cost-benefit thinking to set priorities. Monitors expenditures in support of programs and policies. Identifies cost-effective approaches. Manages procurement and contracting. Develops and implements a budget according to directives. Validates needs for budgetary requirements statistically. Collects and evaluates budgetary data, including return on investment (ROI).	Assesses current and future staffing needs based on organizational goals and budget realities. Uses merit principles, ensuring staff is appropriately selected, developed, used, appraised and rewarded. Takes corrective action. Reviews and projects staffing needs. Identifies and implements performance expectations. Supervises selection and termination processes. Negotiates, justifies, and coordinates training and staffing initiatives.	Persuades others and develops networks and coalitions. Gains cooperation from others to obtain information and accomplish goals. Negotiates to find mutually acceptable solutions and builds consensus through give and take. Persuades others to accept recommendations or cooperate or change their behavior. Negotiates contracts, memoranda of understanding, and other agreements among multiple agencies, organizations and institutions. Promotes Army opportunities and programs. Builds coalitions with the civilian community at state, regional and local levels.	Identifies and analyzes problems. Uses sound reasoning to arrive at conclusions. Finds alternative solutions to complex problems. Distinguishes between relevant and irrelevant information to make logical judgments. Considers a wide and flexible range of alternatives and solutions to problems and challenges. Proposes multiple courses of action, looking beyond the current horizon and present limitations.	Formulates effective strategies consistent with the business and competitive strategy of the organization in a global economy. Examines policy issues and strategic planning from a long-term perspective. Determines objectives and sets priorities. Anticipates potential threats or opportunities. Identifies trends and patterns for making appropriate decisions through collection and analysis of intelligence from a wide variety of sources.	Uses efficient and cost-effective approaches for integrating technology into the workplace to improve program effectiveness. Develops strategies using new technology to enhance decision making. Understands the impact of technological change on the organization. Utilizes technological developments to enhance program effectiveness. Maintains situational awareness of technology. Directs and collects research to evaluate potential impact of emerging technologies. Develops requests for proposal (RFPs).	Takes a long-term view and acts as a catalyst for organizational change. Builds a shared vision with others and influences others to translate vision into action. Creates key values and shared vision within the organization. Creates a mission statement that reflects long-term goals. Encourages subordinates to participate in the process of enacting vision-driven long-term planning. Develops strategies to build organizational strength. Manages branding.



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Functional Competencies

Collecting	Research	Collections Responsibility	Interpretive Writing	Exhibit Management	Conservation and Preservation	Education and Training	Scholarship	Museum Management	Strategic Planning	Financial Planning	Administration of Museum Systems
<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>
Accessions objects of historical importance and with relevance to the museum mission.	Utilizes scholarly methods to determine historical significance and context of artifacts and works of art.	Maintains oversight of the collection, personnel, and their activities to ensure the preservation of the Army collection.	Writes exhibit text that makes scholarship accessible to all visitors and adheres to current best practices.	Organizes the execution of an exhibit from concept to conclusion that is built around artifacts from the Army collection.	Utilizes resources to prevent further damage to Army collection or knowledge of methods of actual repair.	Develops and delivers content inside and outside the museum to a wide range of audiences.	Adds to body of knowledge relating to museum mission and curatorial and historical profession.	Supervises all operations of the museum.	Provides goals and a coherent strategy to achieve them.	Develops and implements budgets and identifies funding requirements.	Directs multiple Army museums to ensure compliance with Army regulations and statutory requirements.
<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>
Connoisseurship and expertise in Army material culture. Ability to recognize gaps and strengths in the collection and seek out opportunities to add artifacts of museum quality or deaccession objects without historical significance.	Skills sufficient to identify objects and their historical significance or utilize references to place them in their proper historical context. Involves object identification, artifact research and historical research. Includes knowledge of bibliography and cataloging aids, ascertaining artifact provenance, and ability to enter this information into a record system in conformity with AHCAS regulations.	Involves creating a scope of collections statement and a collections policy; maintaining overall responsibility for the care, use, and preservation of the Army collection; and the ability to identify objects for conservation. Involves an understanding of collection management and registration practices.	Mastery of presenting complex and nuanced information in an accessible way through label copy, exhibit text, education materials and handouts, informative and lucid text for captions, object labels, and introductory texts.	Involves project management including developing a list and schedule of deliverables, plan of work, contracting, and lines of communications by all parties. Monitors deliverables and expenses through concept development, design development, artifact selection, fabrication and installation.	Understanding of preservation techniques through knowledge of appropriate environmental conditions, skilled in handling and storage procedures, exhibition, packing, transport, and use. Knowledge of pest management and ability to create and implement emergency preparedness and response plan.	Conducts seminars, lectures, and gallery talks. Maintains understanding of museum education methods and functions. Collaborates with education personnel and other stakeholders during exhibit development. Uses collections for Soldier specific training.	Researches and writes historical and scholarly papers for publication or for presentation. Contributes writings and ideas that advance the museum's mission and the curatorial and historical profession. Researches and writes exhibit catalog.	Includes personnel planning and identifying requirements. Involves the knowledge, skills, and ability to manage an Army museum to conform to AR 870-20, Federal and State laws, regulations, policies, and procedures.	Creativity and vision to establish objectives and goals, and to set priorities and timelines, and the ability to evaluate processes and end states.	Includes creating budgets, projecting requirements, identifying possible uses of unfunded requirements, understanding of contracting, timing, and processes.	Develops, plans, and executes strategies by which multiple Army museums comply with Army regulations and statutory requirements economically and with maximum benefit from available resources. Coordinates the actions of multiple Army museums in carrying out the Army's mission of collections preservation, soldier education, and other goals and objectives set forth by the Secretary of the Army

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Core Competencies

Knowledge of Career Program Functions	Administration of Career Program Functions	Supervision of Career Program Functions	Knowledge of Professional Methods and Techniques	Program Advocacy	Knowledge of History
<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>	<b>Definition:</b>
Knowledge of the career program, its various specialties and functions, and its provisions for career development	Ability to administer programs that fall under the career program	Ability to supervise individuals within the career program	Knowledge and ability to apply the methods and techniques of the professions involved in the career field	The ability to articulate the value and relevance of the career program and job series to ensure program viability and sustainment	Knowledge of past human experience
<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>	<b>Description:</b>
Knowledge, skills, and abilities to create a productive CP 61 professional of maximum benefit to the Army with the appropriate level of professional education and plans for continued professional development.	Administrative skills necessary to enable historical, archival, and museum programs to run at peak efficiency	Leadership and management skills necessary to help CP 61 professionals achieve their full potential while continuing to pursue the improvement of professional and leadership skills	For historians, knowledge and ability to apply historical methods of research, analysis, and synthesis; for museum professionals, knowledge and ability to apply museum principles of care and display of material culture; for archivists, knowledge and ability to preserve, analyze content, categorize, and make available historical records and documents.	As CP 61 professionals, it is critical to promote continuously the relevance and value of the history, museum, and archival programs of the command to higher level supervisors and fellow staff officers. Without constant attention to ensuring the visibility and value to the command or headquarters of the program, its structure, budget, and manpower needs will not be sustained. Advocating for the program will have a long-term benefit to the Army and the Army Historical Program.	For CP 61 professionals, expertise in American military history, world military history, and U.S. history especially valuable