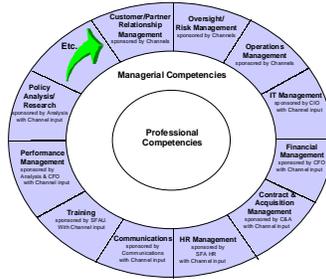




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SFA Competency Dictionary

Functional Competencies
CFO



Functional Competencies represent the knowledge, skills and abilities required to successfully perform a specific role within SFA.

Functional Competency	Definition
Accounting Policy	
Policy, Regulation and Legislation Awareness	<ul style="list-style-type: none"> • Demonstrates an understanding of the general policies, regulation and legislation principles, laws and jurisprudence • Interprets and applies policy, regulation and legislation knowledge appropriately to recommend approaches within financial practices
	•
	•
Accounting	
Accounting	<ul style="list-style-type: none"> • Demonstrates knowledge of general accounting principles and regulatory reporting • Applies working knowledge of general ledger management, funds management, payment management, and receipt management to carry out basic financial and accounting activities • Records, analyzes and verifies operational, business and financial transactions in compliance with general accounting principles and regulatory reporting



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SFA Competency Dictionary

Functional Competency	Definition
Audit	<ul style="list-style-type: none"> • Demonstrates knowledge of generally accepted auditing standards and procedures • Examines accounting procedures and information to verify legitimacy
	<ul style="list-style-type: none"> •
	<ul style="list-style-type: none"> •
	<ul style="list-style-type: none"> •
Financial Reporting	
Financial Reporting	<ul style="list-style-type: none"> • Demonstrates an understanding of key financial reporting concepts • Demonstrates ability to prepare financial statements with concise and accurate disclosures
	<ul style="list-style-type: none"> •
	<ul style="list-style-type: none"> •
	<ul style="list-style-type: none"> •
Portfolio Management	
Portfolio Management	<ul style="list-style-type: none"> • Defines basic portfolio management terminology • Demonstrates ability to structure, monitor and maintain investments to ensure maximum returns
Financial Analysis	<ul style="list-style-type: none"> • Recognizes and uses the various tools and models available to analyze currency, money, bonds, etc. • Demonstrates an understanding of market rules, regulations and economic indicators • Applies understanding of market rules and regulations to analyze the market conditions and impact on SFA



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Functional Competency	Definition
Risk Modeling	<ul style="list-style-type: none"> • Demonstrates an understanding of the concept and organizational value of risk modeling • Demonstrates the ability to develop systematic and comprehensive risk modeling programs that detect, prevent and reduce losses arising from high risk guaranty agencies and lending organizations
	•
	•
	•
Budgeting Process & Consolidation	
Planning and Budgeting	<ul style="list-style-type: none"> • Demonstrates an understanding of the planning and budgeting process • Demonstrates the ability to apply planning and budgeting concepts to ensure accurate and timely reporting of business forecasts and budgets to predict revenues and spending actively • Aligns financial plans with strategies and business objectives
Financial Reporting	<ul style="list-style-type: none"> • Demonstrates an understanding of key financial reporting concepts • Demonstrates ability to prepare financial statements with concise and accurate disclosures
	•
	•
Internal Review	
Audit	<ul style="list-style-type: none"> • Demonstrate knowledge of generally accepted auditing standards and procedures • Examines accounting procedures and information to verify legitimacy
	•



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Functional Competency	Definition
	<ul style="list-style-type: none"> •
	<ul style="list-style-type: none"> •
SFA Administration	
Cash Management	<ul style="list-style-type: none"> • Demonstrates an understanding of the basic tenants of cash management processes • Demonstrates skill in managing the flow and/or utilization of cash in a manner which is consistent with the overall strategic objectives
Office Administration	<ul style="list-style-type: none"> • Utilizes knowledge of administrative concepts and practices to plan, deliver and manage support services vital to running SFA's office operations
	<ul style="list-style-type: none"> •
	<ul style="list-style-type: none"> •
	<ul style="list-style-type: none"> •
FMS Requirements & Testing	
Financial Information Systems Management	<ul style="list-style-type: none"> • Demonstrates an understanding of the basic concepts and models of technical analysis, financial market analysis and securities • Utilizes knowledge of applications programming to design, develop and maintain customized solutions and applications
Financial Management	<ul style="list-style-type: none"> • Demonstrates an understanding of financial processes and activities • Demonstrates ability to manage financial processes and activities of an organization needed to achieve desired financial goals and objectives
Technology Planning	<ul style="list-style-type: none"> • Keeps informed of emerging technologies and business process innovations to analyze their potential for streamlining SFA operations • Gathers and evaluates business process and technical requirements to identify service improvement and cost reduction opportunities



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SFA Competency Dictionary

Functional Competency	Definition
	<ul style="list-style-type: none"> •
	<ul style="list-style-type: none"> •
General	
Contract Management	<ul style="list-style-type: none"> • Demonstrates an understanding of the contract management vision of SFA • Demonstrates an understanding of contract management concepts, procedures and regulations • Ensures compliance with government contracting regulations • Applies the contract management vision to develop, sustain and improve relations with contractors/vendors in order to meet SFA's needs and objectives • Demonstrates ability to monitor progress and ensures vendor/contractor adheres to standards and expected outcomes • Demonstrates skill in working with vendors to lower the costs associated with technology and processes
Technology Planning	<ul style="list-style-type: none"> • Keeps informed of emerging technologies and business process innovations to analyze their potential for streamlining SFA operations • Gathers and evaluates business process and technical requirements to identify service improvement and cost reduction opportunities
Research and Analysis	<ul style="list-style-type: none"> • Demonstrates an understanding of specific information sources and methods of information gathering to make fact-based decisions • Utilizes skills in assessing and evaluating information to identify trends and potential issues • Demonstrates ability to collect and validate internal and external data and provide analytical support by drawing conclusions from the information
	<ul style="list-style-type: none"> •
	<ul style="list-style-type: none"> •



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Functional Competency	Definition
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