CAREER DEVELOPMENT PLAN

**Your Name**: Alex Morgan

**Current Job Title**: Financial Analysis Intern

**Company**: TechnoFinance

**Job Description**: Reviews processes, and labor costs, and identifies gaps and pain points. Works with the accounting team to gain financial insights. Analyzed financial records and recommended improvements. Projected financial trends and shifts related to investments.

|  |  |
| --- | --- |
|  | A career development plan is a process for examining and outlining your career goals. The career development plan includes the steps to take along the way to attaining your goals. It is a personalized plan for career growth and advancement designed to help you set achievable goals, identify skills and gaps, identify resources, and determine action items.  It’s more than just getting a job – it’s about planning your career! |

## Personal Summary Statement

|  |  |
| --- | --- |
|  | Your personal summary statement is a brief overview of your experience, skills, and professional goals. |

As a financial analyst, I work with the financial team to review processes, costs, identify gaps and pain points and gain financial insights. We analyze financial records, recommend improvements, and project financial trends and shifts related to investments.

As an entry-level software developer, I worked with implementation teams to perform implementation tests. I completed CD and SS core module integrations and provided operating system end-user support. While working as a developer, I used java programming language for software analysis, programming, app creation, powering web applications, testing, and debugging. I worked on an Agile team working iteratively in sprints.

## Skills

|  |  |
| --- | --- |
|  | What skills do you already confidently possess, and which skills will you need to develop in order to reach your goals? |

* Current skills
  + Java Programming Language
  + Object-Oriented Programming
  + Web development (HTML, CSS, JavaScript)
  + Agile methodology
  + Debugging and problem-solving
  + GitHub
* Skill goals
  + SQL and NoSQL
  + Enterprise Resource Planning
  + Programming languages (ABAP, Python, C++)
  + Cloud technologies and microservices architecture
  + Artificial intelligence, blockchain, IoT
  + Project management
  + SAP product expertise

## Gaps

|  |  |
| --- | --- |
|  | Gaps may include:   * Education or training to complete * Credentials or certifications to obtain * Job assignments and projects to work on |

* SAP certifications
* Business knowledge
* Customer engagement skills and knowledge
* Project leadership
* Industrial domain knowledge

## SMART Goals

|  |  |
| --- | --- |
|  | What are SMART goals? SMART stands for Specific, Measurable, Achievable, Relevant, and Time-Bound. SMART goals help ensure that your objectives are attainable within a specific time frame. List 3 – 5 goals based on closing your gaps, attaining your career aspirations, and the action(s) you will take. |

* SAP certifications
  + SAP Certified Associate - SAP Activate Project Manager (Obtain certification the summer of BS completion)
  + **SAP Certified CUSTOMER ENGAGEMENT**
  + SAP Certified Application Professional - Financials in SAP S/4HANA for SAP ERP Finance Experts (Obtain certification the summer of MBA completion)
* Business knowledge
  + Complete MBA in 2019
* Customer engagement skills and knowledge
  + **SAP CUSTOMER ENGAGEMENT Certification (Complete in 2020)**
* Project leadership
  + PMI Project Management for Beginners Online Course (Free)
* Industrial domain knowledge
  + MBA (Coursework focus on finance and supply chain management)
  + Supply Chain Symposium (Attend industry event)

## Resources

|  |  |
| --- | --- |
|  | Consider resources such as SAP online resources, career development professionals, certification programs, and job search sites. |

* [SAP Careers](https://jobs.sap.com/)
* [SAP Learning](https://learning.sap.com)
* [openSAP](https://open.sap.com/)
* [SAP Partners](https://www.sap.com/partners.html)
* Technology job boards
* Industry publications

## Networking

|  |  |
| --- | --- |
|  | Think about people in your personal and professional circle, as well as building professional connections through networking sites such as LinkedIn, Twitter, and Instagram. |

* Professional organizations
* Personal contacts (Co-workers, family members, friends, supervisors)
* SAP University Alliances Director (Contact via LinkedIn)
* LinkedIn, Twitter, and Instagram
* Civic and community organizations

## Action Items

|  |  |
| --- | --- |
|  | What actions can you take to progress toward your goal? For example, continue your education, complete a professional certification, explore career development programs, or take on new responsibilities in your organization. |

* Meet with my college’s Career Development department
* Meet with my Intern program director
* Research university MBA programs
* Enroll in an MBA program
* Select and complete an SAP certification
* Explore industrial domains