



### Appendix E: Skill Similarities Across Sectors

Skills that are frequently requested by employers in both the public and private finance sectors for each of the roles analyzed are seen in the below table.

Role	Skills Common Between Public and Private Sectors
Accountant	'Accounting', 'General Ledger', 'Financial Statements', 'Financial Reporting', 'Budgeting', 'Generally Accepted Accounting Principles (GAAP)'
Accounting Analyst	'Accounting', 'Financial Analysis', 'Financial Reporting', 'Budgeting', 'Generally Accepted Accounting Principles (GAAP)'
Accounting Manager	'Public Accounting', 'Accounting', 'General Ledger', 'Financial Reporting', 'Financial Statements', 'Budgeting', 'Accounting Management', 'Generally Accepted Accounting Principles (GAAP)', 'Account Reconciliation'
Attorney	'Litigation', 'Legal Research'
Auditor	'Audit Planning', 'Public Accounting', 'Accounting', 'Audit Management', 'Audit Reports'
Budget and Finance Director	'Accounting', 'Financial Analysis', 'Staff Management', 'Financial Reporting', 'Budgeting', 'Finance'
Cash Management Director	'Accounting', 'Financial Analysis', 'Staff Management', 'Financial Reporting', 'Budgeting', 'Finance'
Chief Financial Officer	'Financial Management', 'Accounting', 'Strategic Planning', 'Financial Reporting', 'Budgeting', 'Generally Accepted Accounting Principles (GAAP)'
Chief Information Officer	'Information Security', 'Project Management', 'Strategic Planning', 'Information Systems', 'Budgeting'
Chief Marketing Officer	'Market Strategy', 'Social Media', 'Business Development', 'Budgeting', 'Marketing'
Chief of Operations	'Budgeting', 'Staff Management', 'Strategic Planning', 'Project Management'
Chief of Staff	'Staff Management', 'Project Management', 'Strategic Planning', 'Business Administration', 'Budgeting'
Chief Technology Officer	'Budgeting', 'Project Management', 'Strategic Planning'
Communications Director	'Social Media', 'Journalism', 'Strategic Communications', 'Media Relations', 'Budgeting', 'Communications Programs'

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Debt Director	'Accounting', 'Financial Analysis', 'Staff Management', 'Financial Reporting', 'Budgeting', 'Finance'
Debt Program Analyst	Cash Management', 'Accounting', 'Financial Analysis', 'Customer Billing', 'Budgeting', 'Economics'
Deputy Executive	'Accounting', 'General Ledger', 'Financial Reporting', 'Financial Statements', 'Budgeting', 'Account Reconciliation', 'Generally Accepted Accounting Principles (GAAP)', 'External Auditing'
Director of Audits	'Internal Auditing', 'Audit Planning', 'Public Accounting', 'Accounting'
Director of External Affairs	'Budgeting', 'Journalism', 'Social Media'
Director of Investments	'Accounting', 'Financial Analysis', 'Staff Management', 'Financial Reporting', 'Budgeting', 'Finance'
Executive / Principal	'Accounting', 'Financial Analysis', 'General Ledger', 'Financial Statements', 'Financial Reporting', 'Budgeting', 'Generally Accepted Accounting Principles (GAAP)'
Government and Legislative Affairs Manager	'Budgeting', 'Local Government', 'Telecommunications'
Investment Accountant	'Accounting', 'Financial Statements', 'Financial Reporting', 'Budgeting', 'Account Reconciliation', 'Generally Accepted Accounting Principles (GAAP)'
Investment Analyst	'Accounting', 'Financial Analysis', 'Portfolio Management', 'Budgeting', 'Economics'
Paralegal	'Legal Documentation', 'Litigation', 'Legal Research', 'Case Management', 'Scheduling', 'Legal Document Composition'
Policy Analyst	'Policy Analysis', 'Public Health and Safety'
Program Analyst	'Budgeting', 'Project Management'
Program Manager	Staff Management', 'Project Management', 'Scheduling', 'Budgeting', 'Program Management'
Senior Accountant	'Accounting', 'General Ledger', 'Financial Statements', 'Financial Reporting', 'Budgeting', 'Account Reconciliation', 'Generally Accepted Accounting Principles (GAAP)'
Senior Financial Analyst	'Accounting', 'Financial Analysis', 'Financial Reporting', 'Budgeting', 'Economics'
State Budget Specialist	'Financial Management', 'Accounting', 'Financial Analysis', 'Financial Reporting', 'Budgeting', 'Budget Analysis'
State Cash Flow Analyst	'Accounting', 'Financial Analysis', 'Financial Reporting', 'Spreadsheets', 'Budgeting', 'Economics'
Tax Accountant	'Tax Law', 'Public Accounting', 'Tax Preparation', 'Accounting', 'Tax Accounting', 'Tax Returns', 'Tax Compliance'
Warrants Manager	'Financial Management', 'Accounting', 'Business Administration', 'Financial Reporting', 'Grant Writing', 'Budgeting'