



## Appendix F: Certifications Similarities Across Sectors

Certifications 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.

Public Finance Role	Certifications Common Between Public and Private Sectors
Accountant	'Certified Internal Auditor (CIA)', 'Financial Accounting Standards Board (FASB)', 'Certified Public Accountant (CPA)', 'Security Clearance'
Accounting Analyst	'Certified Public Accountant (CPA)', 'Security Clearance'
Accounting Manager	'Certified Public Accountant (CPA)'
Attorney	'Licensed Attorney'
Auditor	'Certified Information Systems Auditor (CISA)', 'Certified Public Accountant (CPA)'
Budget and Finance Director	'Certified Public Accountant (CPA)'
Cash Management Director	'Certified Public Accountant (CPA)'
Chief Financial Officer	'Certified Public Accountant (CPA)', 'Certified Internal Auditor (CIA)'
Chief Information Officer	'IT Infrastructure Library (ITIL) Certification'
Chief Marketing Officer	
Chief of Operations	'Project Management Professional (PMP)', 'Project Management Certification'
Chief of Staff	
Chief Technology Officer	
Communications Director	
Debt Director	'Certified Public Accountant (CPA)'
Debt Program Analyst	'Certified Treasury Professional (CTP)', 'Certified Public Accountant (CPA)'
Deputy Executive	'Certified Public Accountant (CPA)', 'Certified Management Accountant (CMA)', 'Financial Accounting Standards Board (FASB)'
Director of Audits	'Certified Information Systems Auditor (CISA)', 'Certified Public Accountant (CPA)', 'Certified Internal Auditor (CIA)'
Director of External Affairs	
Director of Investments	'Certified Public Accountant (CPA)'

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Executive / Principal	'Certified Management Accountant (CMA)', 'Financial Accounting Standards Board (FASB)', 'Certified Public Accountant (CPA)', 'Security Clearance'
Government and Legislative Affairs Manager	'Lobbyist's License'
Investment Accountant	'Certified Public Accountant (CPA)', 'Certified Internal Auditor (CIA)', 'Financial Accounting Standards Board (FASB)'
Investment Analyst	'Certified Public Accountant (CPA)', 'Chartered Financial Analyst (CFA)', 'Project Management Certification'
Paralegal	'Legal Assistant', 'Paralegal Certification'
Policy Analyst	'Security Clearance'
Program Analyst	'Security Clearance', 'Project Management Certification'
Program Manager	'Security Clearance', 'Project Management Professional (PMP)', 'Project Management Certification'
Senior Accountant	'Certified Public Accountant (CPA)', 'Certified Internal Auditor (CIA)'
Senior Financial Analyst	'Certified Public Accountant (CPA)', 'Security Clearance'
State Budget Specialist	'Certified Public Accountant (CPA)', 'Security Clearance'
State Cash Flow Analyst	'Certified Public Accountant (CPA)', 'Security Clearance'
Tax Accountant	'Certified Public Accountant (CPA)', 'Business License'
Warrants Manager	'Certified Public Accountant (CPA)', 'Security Clearance'