



Appendix H: Next Step Roles for Public Finance Roles

The below table highlights a sample of roles into which public finance workers could transition as a next step in their career.

Public Finance Role	Advancement Occupation
Accountant	Accounting Manager
	Accounting Supervisor
	Cost Accountant
	Fund / Investment Accountant
	Public Accountant
	Senior Accountant
	Tax Accountant
Accounting Analyst	Accounting Manager
	Chief Financial Officer
	Cost Accounting Manager
	Financial Planning Manager
	Financial Planning Manager
	Financial Reporting Manager
	Investment / Portfolio Analyst
	Revenue Manager
	Senior Financial Analyst
	Senior Tax Manager
	VP / Director of Finance
Attorney	Vice President (General)
Auditor	Audit Manager
	Fund / Investment Accountant
	Internal Audit Manager
	Internal Auditor
	IT Auditor
	Revenue Accountant
	Senior Tax Manager
	Tax Manager (General)
	Tax Senior
Budget and Finance Director	Chief Financial Officer
	Financial Planning Manager
	Senior Tax Manager

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	Vice President (General)
	VP / Director of Finance
Cash Management Director	Chief Financial Officer
	Financial Planning Manager
	Senior Tax Manager
	Vice President (General)
	VP / Director of Finance
Chief Financial Officer	Vice President (General)
Chief Information Officer	Chief Technology Officer
	Vice President (General)
Chief Marketing Officer	Chief Financial Officer
Chief Marketing Officer	Director of Product Management
	Vice President (General)
Chief of Operations	IT Director
	Vice President (General)
Chief of Staff	Chief Information Officer
	Chief Marketing Officer
	Vice President (General)
	Vice President of Operations
Chief Technology Officer	Director of Product Management
	Vice President (General)
Communications Director	Chief Marketing Officer
	Director of Government Affairs
	Executive Director
	Marketing Director
Debt Director	Chief Financial Officer
	Financial Planning Manager
	Senior Tax Manager
	Vice President (General)
	VP / Director of Finance
Debt Program Analyst	Cost Accounting Manager
	Financial Planning Manager
	Fund / Investment Accountant
	Investment / Portfolio Analyst
	Revenue Accountant
	Revenue Manager
	Senior Accountant
	Senior Financial Analyst
Deputy Executive	Chief Financial Officer
	VP / Director of Finance
Director of Audits	Application Manager
	Chief Financial Officer

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	Financial Planning Manager
	Senior Tax Manager
	VP / Director of Finance
Director of External Affairs	Chief Marketing Officer
	Product Marketing Director
	Vice President of Communications
	Vice President of Marketing
Director of Investments	Chief Financial Officer
	Financial Planning Manager
	Senior Tax Manager
	Vice President (General)
	VP / Director of Finance
Government and Legislative Affairs Manager	Chief Marketing Officer
	Vice President (General)
	Vice President of Communications
Investment Accountant	Accounting Manager
	Internal Audit Manager
	Investment / Portfolio Analyst
	Revenue Accountant
	Senior Financial Analyst
	Senior Tax Manager
	Tax Manager (General)
Investment Analyst	Cost Accounting Manager
	Financial Manager (General)
	Financial Planning Manager
	Financial Reporting Manager
	Risk Manager
	VP / Director of Finance
Paralegal	Contracts Administrator
	Contracts Manager
	Document Control / Management Specialist
	Litigation Legal Secretary
Policy Analyst	Planning Director
	Public Affairs Director
	Senior Program Manager
Program Analyst	Business Analysis Manager
	Director of Program Management
	Program Manager (General)
	Senior Program Manager
Program Manager	Director of Program Management
	Director of Project Management
	Senior Program Manager

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	Senior Project Manager
Senior Accountant	Accounting Manager
	Assistant Controller
	Cost Accounting Manager
	Financial Planning Manager
	Financial Reporting Manager
	Internal Audit Manager
	Revenue Accountant
Senior Financial Analyst	Cost Accounting Manager
	Financial Manager (General)
	Financial Planning Manager
	Financial Reporting Manager
	Internal Audit Manager
State Budget Specialist	Economist
	Operations Research Analyst
	Policy Analyst
	Program Analyst
	Senior Financial Analyst
State Cash Flow Analyst	Accounting Manager
	Business Intelligence Analyst
	Cost Accounting Manager
	Financial Planning Manager
	Financial Reporting Manager
	Investment / Portfolio Analyst
	Senior Financial Analyst
Tax Accountant	Accounting Manager
	Audit Manager
	Financial Reporting Accountant
	Financial Reporting Manager
	Fund / Investment Accountant
	Senior Tax Manager
	Tax Manager (General)
	Tax Senior
Warrants Manager	Program Officer