

Society of American Military Engineers Academy of Fellows



The Mentoring Continuum-National SAME Career Development Track

SAME STAGE	YEARS OF PROFESSIONAL EXPERIENCE	PRIVATE SECTOR EQUIVALENT	PUBLIC SECTOR EQUIVALENT	REGISTRATION & CERTIFICATIONS	SAME LEADERSHIP OPPORTUNITIES
Senior Leader	30+	Chief Operating or Chief Executive Officer or Principal	O7-O8/W5 E9 SES		 Sage/Trusted Advisor/ Foundation National Board of Directors
	25	Sr. Vice President Vice President Associate		Advanced Degree	 National Community of Interest (COI) or Task Force Chair
	20	Program Manager	O6/W4-W5 E8-E9 GM15	Specialty Certifications	Regional Vice PresidentPost President
Leader	15	Department or Section Manager Project Manager	O5/W4 E7-E8 GM14		Post Board Member Fellow
Member	10	Project Professional Assistant Project Manager	O4/W3 E7 GS13	Registered Professional	 Post Committee Chair National Task Force or COI Member/Elected Director
Entry Level	5	Junior Project Manager Employee Trainee	O3/W2-W3 E6 GS12 O2/W2 E4-E5 GS11	Professional In-Training Junior Certification	 Post Enlisted/ Young Member Chair, etc. Participate on Committees
Level		Intern	O1/W1 E1-E3/GS9	33.3	Attend Post Meetings

Prospect

Military Technical Training Graduates

Student Chapter Member

SAME Camp Attendee

Scholarship Student

[•] K-12 (including Scouts)