

What is PMF?

The PMF Program is the Federal Government's flagship leadership development program for advanced degree holders. Through an expedited process, agencies can initially hire PMFs across all academic disciplines at the GS-9/11/12 (or equivalent) for a two-year fellowship, which can ultimately lead to conversion to a permanent position and a rewarding career in civil service.

Why should I hire a PMF?

A Worthwhile Investment

- ✓ We recruit the best
- ✓ We adjudicate and pre-qualify Finalists
- ✓ You can hire all year, using our Talent Management System
- ✓ We provide Fellows with leadership development training



Your agency pays OPM a one-time placement fee of \$8,000 for each initial PMF appointment.*

*The PMF Program receives zero appropriated funding and is a government-wide, full-cost recoverable, revolving fund program.

PMF Program Mission

To recruit and develop tomorrow's Federal Government leaders from all segments of society.

Want to learn more?

Visit: www.pmf.gov

Email: pmf@opm.gov

Meet the team:

www.pmf.gov/about-us/meet-the-team



PMF PRESIDENTIAL
MANAGEMENT
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PMF Agencies - 03/2023



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"A call to lead, a call to serve."

HIRE Tomorrow's Federal Government Leaders TODAY



Recruit the Best

We recruit thousands of recent and current graduates each year from **graduate schools globally and across all academic disciplines**. They bring invaluable skills and experiences to your agency that are at the cutting edge of their respective fields—from public policy, to STEM, finance, business, public health, international affairs, law, cybersecurity, and many more.

Pre-Qualify Finalists

OPM conducts an annual online application and rigorous assessment process, covering the following competencies:

- **Attention to Detail, Flexibility, Integrity/Honesty, Interpersonal Skills, Oral Communication, Reasoning, Self-Management, and Supporting Diversity**

The pool is then narrowed from several thousand applicants to several hundred Finalists. All Finalists are pre-qualified at the GS-9 level based on their advanced degree, and agencies have the option to initially appoint at the GS-9/11/12 (or equivalent)—saving you valuable time in the recruitment/hiring process.

Over the past 5 years (2019-2023), we've had an annual average of:



6,780

Applicants



651

Finalists



78

Academic Disciplines
(among Finalists)



188

Academic Institutions
(among Finalists)



12%

Veterans
(among Finalists)



Hire All Year

Agencies post appointment and rotational opportunities throughout the year to our PMF Talent Management System (TMS). Current Finalists have one year from the time they are selected to find a placement. Hiring officials can work with their Agency PMF Coordinator to search the database of Finalists, review their resumes, and encourage them to apply for jobs.

Develop Your Agency's Future Leaders

Once Finalists are appointed and become Fellows, they have access to our PMF Leadership Development Program (PMF LDP), which provides a significant number of hours of experiential leadership training and is included in the one-time placement fee. They also become part of a vast network of current PMFs and over 10,000 PMF Alumni.

PMF Snapshot:

Fellowship Requirements

While each agency may have their own unique requirements, at a minimum, Fellows must complete the following:

- An Individual Development Plan
- 160 hours of formal interactive training (i.e. 80 hours for each year of the fellowship)
- At least one 4-6 month development assignment
- Secure a mentor
- A successful annual performance plan
- Obtain certification, which may lead to noncompetitive conversion to a term or permanent position

So you want to hire a PMF... What's next?

- Contact your Agency PMF Coordinator for next steps—for a current list go to: apply.pmf.gov/coordinators.aspx
- Post your appointment opportunities in the PMF TMS and advertise to Finalists

Can't find your Agency PMF Coordinator?

Your agency may not participate or be active in the program, but we can fix that! Email us to find out how at pmf@opm.gov.