

The following identifies *some* of the criteria presented to applicants during the annual PMF application process and available to participating Federal agencies when searching Finalists in the PMF TMS (Talent Management System). Applicants choose from the following: ① a list of degrees (graduate, undergraduate, and any other), ② a list of additional skills, and ③ a list of languages. Any new or revised entries appear in ***bold italics***. These lists are subject to change.

① **LIST OF DEGREES:** This list shows what disciplines are available in our database in alphabetical order, is not all-inclusive, and some are grouped. Applicants are asked to select the discipline that *best matches* their program of study for their advanced degree, undergraduate degree, and any other degrees; if not, then choose “Other Subject Areas”.

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| 1. Accounting/Finance/Budget | 40. Contracting/Procurement | 79. Horticulture |
| 2. Acquisitions/Contracts/Grants | 41. Criminal Justice | 80. Hospitality Management |
| 3. Administration/Management Process | 42. Culinary Science | 81. Human Development |
| 4. Aeronautical/Astronautical Engineering | 43. Cybersecurity-Related | 82. Human Resources Development/Policy |
| 5. Aeronautics/Astronautics | 44. Data Science/Analytics | 83. Human Rights |
| 6. Aerospace Engineering | 45. Dentistry | 84. Human/Labor Relations |
| 7. Agricultural Science | 46. Design | 85. Humanities |
| 8. Animal Sciences | 47. Digital Media | 86. Hydrology |
| 9. Anthropology | 48. Diplomacy | 87. Individual/Group/Organizational Theory and Dynamics |
| 10. Architecture | 49. Earth and Planetary Science | 88. Industrial Engineering |
| 11. Archives/Records Management | 50. Ecology | 89. Information Systems Management |
| 12. Area Studies (African) | 51. Economics | 90. International Affairs/Relations |
| 13. <i>Area Studies (Americas)</i> | 52. Education | 91. International Development |
| 14. Area Studies (Asian) | 53. Electrical/Electronics Engineering | 92. International Economics/Trade |
| 15. Area Studies (European) | 54. Emergency Management | 93. Journalism |
| 16. Area Studies (Latin American) | 55. Energy/Earth Resources | 94. Justice Administration |
| 17. Area Studies (Middle Eastern) | 56. Engineering (Other) | 95. <i>Kinesiology/Exercise Science</i> |
| 18. Area Studies (Other) | 57. Environmental Engineering | 96. Languages/Linguistics |
| 19. Area Studies (Russian) | 58. Environmental Policy/Studies | 97. Law (JD or other law degree) |
| 20. <i>Artificial Intelligence</i> | 59. Environmental Sciences/Natural Resources | 98. Leadership/Management |
| 21. Astronomy/Space Science | 60. Epidemiology | 99. Liberal Arts |
| 22. Astrophysics | 61. Film and TV Production | 100. Library Sciences |
| 23. <i>Aviation</i> /Transportation | 62. Fine Arts | 101. <i>Literature</i> |
| 24. Behavioral Science | 63. Food Science | 102. Marketing |
| 25. Biohazardous Threats/Emerging Diseases | 64. Forensic Science | 103. Materials/Structural Engineering |
| 26. Biology/Biological Sciences | 65. Forestry | 104. Mathematics |
| 27. Biomedical Engineering | 66. Gender Studies | 105. Mechanical Engineering |
| 28. Biostatistics | 67. Genetics | 106. Medicine |
| 29. Business Management/ Administration | 68. Geography | 107. Meteorology |
| 30. Chemical Engineering | 69. Geology/Geological Engineering | 108. Microbiology |
| 31. Chemistry | 70. Geophysics | 109. Museum Studies |
| 32. Civil Engineering | 71. Geospatial Analysis/Geographic Information Systems | 110. Music |
| 33. Climate and Society | 72. Government | 111. Nanotechnology |
| 34. Communications | 73. Health Administration | 112. Neurosciences |
| 35. Community/Regional Planning/Development | 74. Health Insurance/Insurance and Risk Management | 113. Non-Profit Management/Organizations |
| 36. Comparative Politics | 75. Health Sciences | 114. Nuclear Engineering |
| 37. Computer Engineering | 76. Historic Preservation | 115. Nursing |
| 38. Computer Science | 77. History/Archeology | 116. Nutrition/Nutritional Biology |
| 39. Conflict Analysis/Resolution | 78. Homeland Security/Defense | 117. Occupational Safety and Health |

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| 118. Oceanography | 132. Psychology/Counseling | 146. Sociology |
| 119. Organizational Behavior | 133. Public Administration/ Management | 147. Sports |
| 120. Other Subject Areas | 134. Public Affairs | 148. Statistics |
| 121. Paralegal Studies | 135. Public/ Global Health/ Policy | 149. Structural Engineering |
| 122. Parks/Recreation/Tourism | 136. Public Policy | 150. Supply Chain Management |
| 123. Petroleum Engineering | 137. Real Estate/Building Management | 151. Systems Engineering |
| 124. Pharmacology/Pharmacy | 138. Religion/ Theology | 152. Telecommunications |
| 125. Philosophy/Ethics | 139. Research Psychology | 153. Toxicology |
| 126. Physical Sciences | 140. Resource Economics | 154. Urban/Regional Administration/
Management |
| 127. Physics | 141. Science and Technology Policy | 155. Veterinary Medicine |
| 128. Policy Analysis | 142. Science (Other) | 156. Writing/Editor |
| 129. Political Science | 143. Security/Intelligence Studies | |
| 130. Population Biology | 144. Social Studies | |
| 131. Project Management | 145. Social Work | |

② **LIST OF ADDITIONAL SKILLS:** Applicants are asked to optionally select from the list below to identify additional skills, competencies, and attributes that are applicable and supported in their resume. The list is in alphabetical order.

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| 1. Acquisitions/Contracting/Procurement | 22. Information Systems Security |
| 2. Analytical Skills | 23. Information Technology |
| 3. Biomedical Science | 24. Law Enforcement |
| 4. Budget Analysis | 25. Leadership and Management |
| 5. Capital Asset Management | 26. Logistics |
| 6. Coding/Programming | 27. Mathematics |
| 7. Collaboration Skills | 28. Operations Research/Analysis |
| 8. Communications | 29. Performance Management |
| 9. Critical Thinking | 30. Policy Analysis |
| 10. Current/Former Security Clearance | 31. Problem Solving |
| 11. Data Analytics | 32. Process Improvement |
| 12. Engineering | 33. Program Analysis |
| 13. Financial Analysis | 34. Program Evaluation |
| 14. Financial Management | 35. Program/Project Management |
| 15. Foreign Policy | 36. Public Administration |
| 16. General Accounting Practices | 37. Science |
| 17. Health Information Technology | 38. Social Policy |
| 18. Health Policy | 39. Strategic Planning |
| 19. Healthcare/Medical | 40. Systems Architecture/Redesign |
| 20. Human-Centered Design | 41. Workforce Planning/Analysis |
| 21. Human Resources Management | |

③ **LIST OF LANGUAGES:** Applicants are asked to optionally select those languages that are applicable (e.g., proficiently speak, write, and/or read), other than English, and supported in their resume. The list is in alphabetical order.

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| 1. American Sign | 9. Indonesian | 17. Russian |
| 2. Arabic | 10. Italian | 18. Spanish |
| 3. Chinese | 11. Japanese | 19. Swahili |
| 4. Dutch | 12. Korean | 20. Thai |
| 5. French | 13. Persian | 21. Vietnamese |
| 6. German | 14. Polish | 22. Other |
| 7. Hebrew | 15. Portuguese | |
| 8. Hindi | 16. Romanian | |