



Presidential Management Fellows (PMF) Program

The Opportunity for Applicants

Class of 2022 Application Dates: 9/28/2021-10/12/2021
(opening and closing at Noon Eastern Time)



PMF PRESIDENTIAL
MANAGEMENT
FELLOWS PROGRAM

U.S. OFFICE OF PERSONNEL MANAGEMENT



What is the PMF Program?



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"A call to lead, a call to serve"

The Presidential Management Fellows (PMF) Program is the Federal Government's premier leadership development program at the entry level for advanced degree holders across all academic disciplines. It is a two-year fellowship at the entry level leading to a career in Federal service.

- Visit us <https://www.pmf.gov>
- Subscribe to the PMF listserv from homepage or here (select "PMF" from the dropdown): https://www.opm.gov/listserv_apps/
- Review "Become a PMF" section on PMF website
- Application Inquiries: pmfapplication@opm.gov

PMF Program Mission: To recruit and develop a cadre of future government leaders from all segments of society.



The PMF Program Has a Rich History of Presidential Leadership and Commitment

Celebrating a 40+ year legacy of developing high potential graduate degree holders into visionary leaders who transform government



EO 12008 (1977)

- Presidential Management Intern (PMI) Program
- Attract exceptional management potential
- Public management/policy backgrounds

EO 12364 (1982)

- Maximum of 200 PMIs selected yearly
- Colleges and universities nominate
- Opened to non-public policy students

EO 12645 (1988)

- Maximum of 400 PMIs selected yearly

EO 13318 (2003)

- Changed name to Presidential Management Fellows (PMF) Program
- Expanded training and development requirements
- Eliminated any cap on the number of PMFs selected

EO 13562 (2010)

- Placed PMF within Pathways Programs
- Schedule D Appointing Authority
- Extended eligibility to include recent graduates
- Eliminated nomination process



PMFs Make a Positive Impact on Our Nation



Sean O'Keefe

- PMF at Office of Management and Budget
- Secretary of the Navy
- Administrator of NASA
- CEO of Airbus
- Current Professor Syracuse University



Sue Suh

- PMF at Department of Defense
- Chief Talent Officer at the Rockefeller Foundation
- Current Chief People Officer at Time Magazine



Ambassador Bonnie Jenkins

- PMF at Department of Defense and State Department
- Former Ambassador
- Founder of Women of Color Advancing Peace and Security and Conflict Transformation (WCAPS)
- Current nominee for Under Secretary of State for Arms Control and International Security Affairs



Heather Dawn Thompson

- PMF at Department of Justice
- Former Director of Government Affairs for the National Congress of American Indians
- Current Director of the Office of Tribal Relations at USDA



A Call to Lead, a Call to Serve

We the People of the United States

Federal Employee Oath of Office

- I, [name], do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.*

5 U.S.C. §3331



PMF Program Overview

- Pipeline for Future Leaders in Federal Government
- Involves a very competitive and rigorous application and assessment process
- Solicits eligible individuals annually (Applicants)
- Selection of Finalists
- Finalists seek appointments as Fellows
- Two-year fellowship of training and development, with potential to be converted to a permanent position
- Initial appointment at the GS-9/11/12 (or equivalent)
- Promotion potential to the GS-13
- Succession Planning for Federal Agencies



The Fellowship Includes

- **Onboarding** with your fellowship class
- Rigorous **Leadership Development &** Individual Development Plan
- **160 hours** of formal interactive **training**
- At least one 4-6 month **Developmental Assignment**
- Optional **Rotational Opportunities**
- Assignment of senior-level **Mentor**
- Potential Appointment **Benefits** such as Public Transportation Subsidies, Telework, Student Loan Repayment
- Opportunity to **non-competitively convert** to a term or permanent Federal position upon successful completion of program requirements



Application Process & What to Expect

- Application typically takes place annually in the fall (Sept/Oct)
- Announcement is posted on www.USAJOBS.gov; applicants apply on PMF Talent Management System (TMS)
- Applicants submit an online application which includes:
 - Resume
 - Advanced Degree Transcript (and/or alternative)
 - Supporting documentation for any claims to Indian preference, veterans' preference, and/or reasonable accommodations
 - An Online Assessment
- Finalists are typically announced six weeks after application closes (Nov)
- As a Finalist you have 12 months of appointment eligibility
- Upon securing position with a participating Federal agency → Fellow



Online Assessment

Assessment Part	Number of Items	Time Allowed
Part 1: Situational Judgment	54	60 minutes
Part 2: Life Experience	40	30 minutes
Part 3: Writing	1	25 minutes

- The online assessment is designed to identify evidence of the following competencies that are critical to success on the job across all PMF occupations:
 - Flexibility
 - Integrity
 - Interpersonal skills
 - Public service motivation
 - Problem solving
 - Written communication
- PMF Applicant Handbook (including information on the online assessment) published prior to application opening under [Become a PMF\Resources](#)



Who can apply? How to Apply?

Who Can Apply:

- Graduate Students world-wide
- Advanced Degree from an accredited institution
- Must have advanced degree requirements completed by Aug 31st following the application year
- May apply within the last year of study OR up to 2 years after completing advanced degree
- Either a U.S. Citizen OR have the ability to legally be able to work in the U.S.

How to Apply:

- Review the “Become a PMF” section on the PMF website (www.pmf.gov) for the next annual application
- Follow instructions and link found in announcement posted at www.USAJOBBS.gov, ***when the application opens***



What's New for the Class of 2022 Application?

- Changes to the Online Assessment
- PMF Applicant Handbook
 - This handbook details the annual application process, explains eligibility requirements, required documentation, and provides an overview of the assessment process. In addition, effective for 2022 and forward, the previous separate *PMF Assessment Preparation Guide* has been integrated into the Handbook to prepare prospective applicants for the online assessment, including sample questions, and how to request a reasonable accommodation. This Handbook, along with other resources, are available under the [Become a PMF\Resources](#) section for applicants.
- Applicants are able to access their submitted application to upload new or updated documents up until the application closes. Those applicants who are claiming veterans' preference will have up to two weeks after the application closes to submit supporting documentation for their claim.



Class of 2021 Stats

Total # of Applicants: **6,818**

Total # of Finalists: **551**

Academic institutions represented: **153**

Total number of unique academic disciplines: **77**

Veterans: **10%**



Where are Fellows hired?



Since 2017, here is a sampling of where Fellows have been placed:

- Over 160 at the **Department of State**
- Over 240 at the **Department of Health and Human Services** (including CDC, NIH, CMS, and others)
- Over 130 at the **Department of Agriculture**
- Over 70 at the **U.S. Agency for International Development**
- Over 60 at the **Department of the Treasury**
- And many others at the **Department of Education, Department of Justice, Environmental Protection Agency**, and more



Learn More

Presidential Management Fellows Program

U.S. Office of Personnel Management
1900 E Street NW, Room 2469
Washington, DC 20415



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