



OPM.GOV

# Presidential Management Fellows (PMF) Program

## The Opportunity for Applicants



**PMF** PRESIDENTIAL  
MANAGEMENT  
FELLOWS PROGRAM

U.S. OFFICE OF PERSONNEL MANAGEMENT



## PMF Program Overview

### Historical Background:

- 1977: Executive Order (EO) 12008 created the Presidential Management Intern (PMI) Program
- 1982: EO 12364 opened to non-public policy students
- 2003: EO 13318 changed from PMI Program to Presidential Management Fellows (PMF) Program
- 2010: EO 13562 reinvigorated the PMF Program
  - Created the Pathways Programs, which includes the PMF Program
  - Expanded eligibility to include recent graduates



# The PMF Program Has a Rich History of Presidential Leadership & 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 with special training in planning/ managing public programs & policies
- Schedule A 2-year appointments
- Public management backgrounds

### EO 12364 (1982)

- Candidates with a commitment/interest in analysis and management of public programs
- Maximum of 200 PMIs selected yearly
- Colleges and universities nominate

### EO 12645 (1988)

- Maximum of 400 PMIs selected yearly

### EO 13318 (2003)

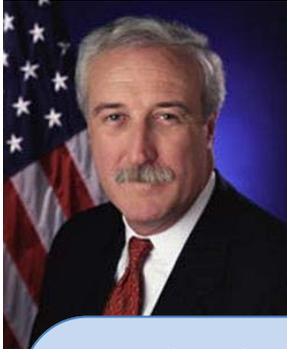
- Changes name to Presidential Management Fellows (PMF) Program
- Senior PMF for those with degree plus experience
- Schedule A or any organization excepted from competitive service
- Expands training and development requirements

### EO 13562 (2010)

- Places PMF within Pathways Programs
- Schedule D Appointing Authority
- Revokes Senior PMF
- Optional for Agencies to convert
- Extends eligibility to include recent graduates
- Eliminates nomination process



## PMFs Make A Positive Impact On Our Nation



**Sean O'Keefe**

- PMI at OMB
- Secretary of the Navy
- Administrator of NASA
- Professor of Public Administration
- CEO of Airbus



**Dr. Colleen Hartman**  
NASA Science and Exploration Directorate

- PMI at Capitol Hill
- NASA Program Manager
- Distinguished career at NOAA, the White House and academia



**Sen. Jeff Merkley**

- PMI at DoD
- Oregon House of Representatives
- Committee on Appropriations
- Committee on Banking, Housing, and Urban Affairs



**Derek Kan**

- Under Secretary of Transportation for Policy at DOT
- PMF at Office of Mgmt. and Budget
  - Board member of Amtrak
  - General Manager of Lyft
  - Advisor at Elliott Management Corp.



## A Call to Serve

*We the People* of the United States, in order to form a more perfect Union, establish Justice, insure domestic Tranquillity, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.

### 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**



## The Opportunity and Reward of Civil Service

- Make a difference for our nation and the future
- A Federal career with full benefits
- Award winning leadership development
- Challenging work assignments
- Exposure to different Federal agency missions
- Network with Federal leadership
- Apply your skills, education and talents



## Appointment Benefits

- Student Loan Repayment Program
- Public Service Loan Forgiveness Program
- Flexible Spending Accounts
- Health, Vision, and Dental Insurance
- Paid Vacations, Holidays, and Sick Leave
- Life Insurance
- Long-Term Care Insurance
- Retirement Plan and Thrift Savings Plan

NOTE: Some benefits are at the discretion of each Federal agency.



## PMF Program Overview

- Involves a very competitive and rigorous application and assessment process
- Solicits eligible individuals annually
- 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
- Future Leaders for Federal Government



## The Fellowship Includes

- **Onboarding** with your fellowship class
- Rigorous **Leadership Development**
- **160 hours** of formal interactive **training**
- At least one 4-6 month **Developmental Assignment**
- Optional **Rotational Opportunities**
- Assignment of senior-level **Mentor**
- Individual Development Plan (**IDP**)
- Opportunity to **convert non-competitively** to a permanent Federal position upon successful completion of program requirements



## Application Process

- Application typically takes place annually in the fall
- Announcement is posted on [www.USAJobs.gov](http://www.USAJobs.gov) during the open period
- Applicants submit an on-line application to include:
  - Resume
  - Transcript (and/or alternative)
  - Supporting documentation for any claims to Indian preference, veterans' preference, and/or reasonable accommodations
  - Complete an On-Line Assessment
- Finalists selected then have 12 months of appointment eligibility
- Upon securing position with a participating Federal agency → Fellow
- Approximate timelines on PMF website



## Who Can Apply? How to Apply?

### Who Can Apply:

- Graduate Students world-wide
- Degree from an accredited institution
- Must have advanced degree requirements completed by Aug 31<sup>st</sup> following the application year
- May apply within the last year of study OR up to 2 years after completing advanced degree

### How to Apply:

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



## What to Expect

- Notified within 1 month following application if selected as a Finalist
- Finalists then attend a virtual hiring fair to interview for open PMF appointment opportunities at a Federal agency
- Finalists have 12 months from date selected to secure a position with an agency as a PMF
- 2 year fellowship with Federal career prospective



## Learn More

### Presidential Management Fellows Program

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



- Website: <https://www.pmf.gov>
- Subscribe to PMF listserv from homepage
- Review “Become a PMF” section on PMF website
- Application and Assessment Inquiries: [pmfapplication@opm.gov](mailto:pmfapplication@opm.gov)