

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, or other), (2) a list of additional skills, and (3) a list of languages. These lists are subject to change.

① **LIST OF DEGREES:** This list 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. New or revised degrees appear in ***bold italics*** as of the date showing in the footer.

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

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|--------------------------------------|------------------------------------|------------------------------|
| 106. <b>Parks/Recreation/Tourism</b> | 118. Public Health                 | 128. Sociology               |
| 107. Petroleum Engineering           | 119. Public Policy                 | 129. Statistics              |
| 108. Pharmacology/ <b>Pharmacy</b>   | 120. Real Estate/ <b>Building</b>  | 130. Structural Engineering  |
| 109. Philosophy/ <b>Ethics</b>       | <b>Management</b>                  | 131. Supply Chain Management |
| 110. Physics                         | 121. Religion                      | 132. Systems Engineering     |
| 111. Policy Analysis                 | 122. Research Psychology           | 133. Telecommunications      |
| 112. Political Science               | 123. Resource Economics            | 134. Toxicology              |
| 113. Population Biology              | <b>124. Science and Technology</b> | 135. Urban/Regional          |
| 114. Project Management              | <b>Policy</b>                      | Administration/Management    |
| 115. Psychology                      | <b>125. Security/Intelligence</b>  | 136. Veterinary Medicine     |
| 116. Public Administration           | <b>Studies</b>                     | 137. Writing/Editor          |
| <b>/Management</b>                   | <b>126. Social Studies</b>         |                              |
| 117. Public Affairs                  | 127. 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. New or revised entries appear in **bold italics** as of the date showing in the footer.

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|-----------------------------------|-----------------------------------|
| 1. Acquisitions                   | 24. Law Enforcement               |
| 2. Analytical Skills              | 25. Leadership and Management     |
| 3. Biomedical Science             | 26. Logistics                     |
| 4. Budget Analysis                | 27. Mathematics                   |
| 5. Capital Asset Management       | 28. Operations Research/Analysis  |
| 6. Collaboration Skills           | 29. Performance Management        |
| 7. Communications                 | 30. Policy Analysis               |
| 8. Contracting/Procurement        | 31. Problem Solving               |
| 9. Critical Thinking              | 32. Process Improvement           |
| 10. Current Security Clearance    | 33. Program Analysis              |
| 11. Data Analytics                | 34. Program Evaluation            |
| 12. Engineering                   | 35. Program Management            |
| 13. Financial Analysis            | 36. Project Management            |
| 14. Financial Management          | 37. Public Administration         |
| 15. Foreign Policy                | 38. Science                       |
| 16. General Accounting Practices  | 39. Social Policy                 |
| 17. Health Information Technology | 40. Social Work                   |
| 18. Health Policy                 | 41. Strategic Planning            |
| 19. Healthcare/Medical            | 42. Systems Architecture/Redesign |
| <b>20. Human-Centered Design</b>  | 43. Trade                         |
| 21. Human Resources Management    | 44. Website Development           |
| 22. Information Systems Security  | 45. Workforce Planning/Analysis   |
| 23. Information Technology        |                                   |

③ **LIST OF LANGUAGES:** Applicants are asked to optionally select those languages that are applicable (e.g., speak, write, and/or read) and supported in their resume.

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