



### *What is the PMF Program?*

The Presidential Management Fellows (PMF) Program is the Federal Government's flagship leadership development program for early career graduate degree holders. The PMF Program was established by Executive Order in 1977 to attract to the Federal service outstanding men and women from a variety of backgrounds and academic disciplines who have a clear interest in the leadership and management of public policies and programs.

### *How does the PMF Program work for Federal Agencies?*

- **Recruit the Best:** We recruit thousands of recent or current graduates each year through a network of graduate schools. Many have extensive prior experience and degrees in public administration, science and technology, health, human resources, business, financial management, and many other areas that can be invaluable to your agency.
- **Pre-Qualify Finalists:** OPM assesses each candidate on several competencies, including: adaptability, critical thinking, interpersonal skills, motivation to serve, written communications, and problem solving. Finalists are pre-qualified at the GS-9 level, although agencies may initially appoint at the GS-9, GS-11, or GS-12 level (or equivalents).
- **Hire All Year:** Agencies can post available appointment, rotational, and training opportunities to the PMF TMS (Talent Management System). To recruit Finalists for PMF appointments, the agency posts an appointment opportunity. Rotational opportunities are specific to current Fellows. Hiring Officials can talk to their Agency PMF Coordinators to gain access to the database of current PMF Finalists and their resumes. Agencies pay a one-time \$7,000 reimbursement fee per PMF which covers the costs of recruitment, assessment, selection, and leadership development for the two-year program.
- **Develop New Leaders:** As part of the program, Fellows are required receive 80 hours of formal interactive training each year (for a total of 160 hours) and participate in a 4-6 month developmental assignment during their two-year fellowship. The PMF Program provides over 100 hours of this training at no additional cost through the PMF Leadership Development Program. Agencies can also sponsor Fellows for optional rotational assignments.

### *How do I get started?*

- **First, talk to your Agency PMF Coordinator** to discuss how to get started. If you are a new participant in the PMF Program, please follow the instructions on designating an Agency PMF Coordinator found under the [Resources](#) webpage. Each participating Federal agency identifies an Agency PMF Coordinator to support their PMF Program participation. Don't know who your Agency PMF Coordinator is? You can find them [here](#) on our website.
- **Advertise Your Positions.** The PMF Program uses a Talent Management System (TMS) to advertise appointment opportunities only for Finalists and rotational opportunities for current Fellows.
- **Current Finalists:** Upon official selection and announcement of Finalists, a [list](#) will be available on the PMF website. However, once the appointment eligibility period expires, the current list of Finalists will be removed. Finalists have 12 months to accept and start a PMF appointment before their appointment eligibility expires.

### *Where can I find more information?*

- **PMF website:** The [Agencies](#) section of the PMF website contains several additional pieces of information and resources.
- **Contact Us:** The PMF Program Office is ready to assist you. Please email us with any questions at [pmf@opm.gov](mailto:pmf@opm.gov).