



Presidential Management Fellows (PMF) Program

The Opportunity for Applicants (2020 Version)



PMF PRESIDENTIAL
MANAGEMENT
FELLOWS PROGRAM

U.S. OFFICE OF PERSONNEL MANAGEMENT



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 integrated PMF into the Pathways Programs (Interns, Recent Graduates, PMF)
 - Expanded eligibility to include recent graduates (within 2 years of earning master's degree or above)
 - Other technical changes integrated



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 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 agency 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



Sue Suh

- PMI at Department of Defense
- Chief Talent Officer at the Rockefeller Foundation
- Chief People Person at Time Magazine



Jill Dietrich

- PMF at the VA
- Associate Director of VA Longbeach Healthcare
- Acting Associate Director at DC VA Medical Center
- Director of Dayton VA Medical Center



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 hereby 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



Potential 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
- Public Transportation Subsidy
- Life Insurance
- Long-Term Care Insurance
- Retirement Plan and Thrift Savings Plan
- Telework and/or Flexible Work Schedules

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 (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
- 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 **non-competitively convert** to a term or 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 during the open period-link takes you to the PMF Talent Management System to apply
- 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
- Finalists are not guaranteed a PMF position
- Approximate timelines on PMF website



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.USAJOBS.gov **when the application opens**



Tips for Application Process

- Read the announcement and the “Become a PMF” section on the PMF website
 - Avoid third-party information
- Assemble and double check application documents, especially the transcript (and/or alternative); make sure they meet the criteria
- Avoid applying late; entire process can take 3+ hours to complete
- Add the following email addresses to “safe list”: pmf@opm.gov, no-reply@apply.pmf.gov, and pmfapplication@opm.gov; some school servers may block email delivery
- Applicants (including Finalists and Fellows) and academia should use the pmfapplication@opm.gov email address; whereas, Federal agencies and general public should use pmf@opm.gov for program inquiries
- When creating an applicant user account, recommend using a personal email address versus .edu email address
- Follow system and browser requirements for application and on-line assessment



What to Expect

- Applicants notified within 4-6 weeks following application if selected as a Finalist
 - Those Applicants not selected may be eligible to reapply next year
- Finalists have 12 months from date selected to secure a position with an agency as a PMF
- Finalists invited to an informational webinar
- Finalists invited to a hiring event (when scheduled)
- Upon accepting and starting their 2 year fellowship, Finalist referred to as a Fellow



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