



Presidential Management Fellows (PMF) Program

The Opportunity for Applicants

(Class of 2021 Application Dates: 09/30/2020 - 10/14/2020)



PMF PRESIDENTIAL
MANAGEMENT
FELLOWS PROGRAM

U.S. OFFICE OF PERSONNEL MANAGEMENT



What is PMF?



“A call to lead, a call to serve”

The Presidential Management Fellows (PMF) Program is the Federal Government’s premier leadership development program for advanced degree holders across all academic disciplines

*PMF Program Mission:
To recruit and develop tomorrow’s Federal Government leaders*



PMF Program Overview

- Pipeline for Future Leaders in Federal Government
- Involves a very competitive and rigorous on-line 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, or 12 (or equivalent)
- Promotion potential to the GS-13
- Succession Planning for Federal Agencies



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



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

- PMI at OMB
- Secretary of the Navy
- Administrator of NASA
- CEO of Airbus
- Current Professor Syracuse University



Sue Suh

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



Bonnie Jenkins

- PMI at Department of Defense and State Department
- Former Ambassador, Special Envoy and Coordinator for Threat Reduction Programs
- Founder of Women of Color Advancing Peace and Security and Conflict Transformation (WCAPS)
- Current Non-resident Senior Fellow at Brookings



Derek Kan

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



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



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PMF Application Timeline

NOTE: Whether or not selected as a Finalist, there is no appeal process and assessment scores are not provided. Finalists are not guaranteed a PMF appointment.



Become a PMF

To learn about the PMF Program (including the application process, application tips, assessment process, Assessment Preparation Guide, and FAQs) review the "Become a PMF" webpage at <https://www.pmf.gov/become-a-pmf/overview.aspx>



Confirm Eligibility

Confirm your eligibility (including degree date, citizenship, veterans' preference, Indian preference, education outside of the U.S., and attorneys) by reviewing the "Become a PMF\Eligibility" webpage at <https://www.pmf.gov/become-a-pmf/eligibility/>



Assemble Documents

All Applicants must submit a resume and an advanced degree transcript, along with supporting documentation if claiming Indian/Veterans' Preference or requesting a reasonable accommodation. Find more information at <https://www.pmf.gov/become-a-pmf/application-process/application-tips/>



Create an Applicant User Account

When the annual application opens, individuals will need to create an applicant user account. For guidance on system and browser requirements, contact information, and document types, review the "Application Process" webpage at <https://www.pmf.gov/become-a-pmf/application-process/>



Start Application

When the annual PMF application launches, it will be advertised as an announcement at www.USAJOB.gov and referenced on the PMF website at www.pmf.gov. Read the announcement and the "Become a PMF" webpage thoroughly!



Complete On-Line Assessment

The on-line assessment covers competencies that are critical to success on the job across all PMF occupations. Find an "Assessment Preparation Guide" at <https://www.pmf.gov/become-a-pmf/assessment-process/>



Certify and Submit Application

Applicants may only certify and submit one application. Applicants will be asked to certify they completed the application, including the on-line assessment, independently and without assistance. Applicants can monitor their application status via their applicant user account.



Adjudication

Shortly after the application closes, all Applicants will be adjudicated on eligibility, complete application, assessment scores, and other factors leading to the selection of Finalists. The time from the application closing to the announcement of Finalists can take 4-6 weeks.



Announcement of Finalists

When Finalists are selected, all Applicants will be informed of their status and a list of Finalists posted to the PMF website at <https://apply.pmf.gov/finalists.aspx> and Finalists should visit <https://www.pmf.gov/become-a-pmf/find-a-job/> for next steps.



Find an Appointment

From the date of selection, Finalists have 12 months to secure a PMF appointment. Finalists can search for appointment opportunities on-line. Once a Finalist accepts a PMF appointment offer and it is recorded their status changes to Fellow!



Application Process & What to Expect

- Application typically takes place annually in the fall (Sep/Oct)
- Announcement is posted on www.USAJOBBS.gov; applicants apply on PMF Talent Management System (TMS)
- Applicants submit an on-line 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 On-Line 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



2021 On-Line Assessment

- The on-line 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
- The on-line assessment consists of four batteries covering the following:
 - Situational Judgment
 - Problem Solving
 - Life Experience
 - Writing
- Assessment Preparation Guide posted to the PMF website in the late Spring/early Summer



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**



Application: Top 3 Common Mistakes

1) Transcript issues

Many applicants submit transcripts that are missing required elements such as name, school name, degree program and type, and most importantly, the date the degree was conferred or is expected to be completed. To make sure your transcript has everything it needs, go here: <https://www.pmf.gov/become-a-pmf/application-process/application-tips/>.

2) Insufficient documentation

Some applicants are missing alternative documents associated to a transcript when a required element is missing (e.g. degree date completion), documents related to Veterans' Preference and/or Indian Preference, or documents related to a request for a reasonable accommodation for the on-line assessment. Review the "Application Process" and "Application Tips" sections on the PMF website at <https://www.pmf.gov> for additional information.

3) Waiting until the last minute

Many applicants do not start the application process until the night before or even hours before it closes. The entire application and on-line assessment can take 3-4 hour to complete. All of this takes time. Do yourself a favor and don't wait until the last minute! For more information on preparing for the assessment, go here: <https://www.pmf.gov/become-a-pmf/assessment-process/>.



PMF Snapshot

Backgrounds:

Over the past 4 years (2017-2020), we've had an annual average of:



5,339
Applicants



339
Finalists



61
Academic Disciplines

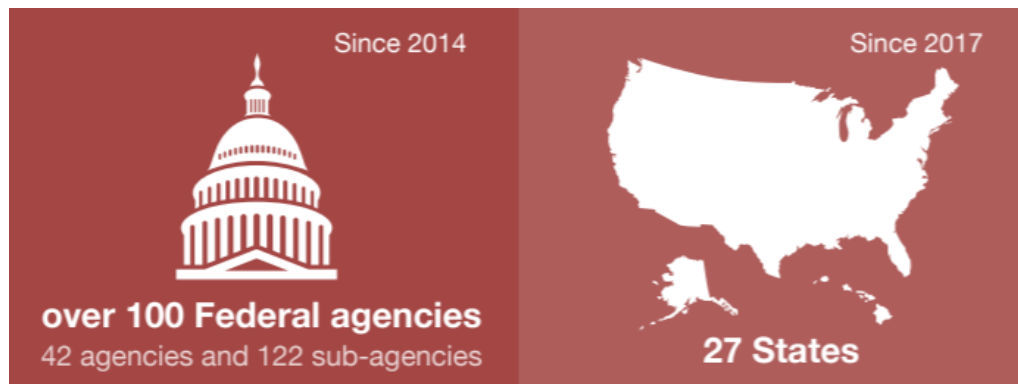


135
Academic Institutions



13%
Veterans

Where PMFs work:





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 the “Become a PMF” section on PMF website
- Applicant Resources: <https://www.pmf.gov/become-a-pmf/resources/>
- Application and Assessment Inquiries: pmfapplication@opm.gov