

# What is PMF?

The PMF Program is the Federal Government's flagship leadership development program for advanced degree holders. Through an expedited process, agencies can initially hire PMFs across all academic disciplines at the GS-9/11/12 (or equivalent) for a two-year fellowship, ultimately leading to conversion and a rewarding career in civil service.

## Why Should I Hire a PMF?

### A Worthwhile Investment

- ✓ We **recruit the best**
- ✓ We **vet and pre-qualify Finalists**
- ✓ You can **hire all year**, using our Talent Management System
- ✓ We provide Fellows with **leadership development training**



Your agency pays OPM a one-time placement fee of \$7,000 for each initial PMF appointment.\*

\*The PMF Program receives zero appropriated funding and is a government-wide, full-cost recoverable, revolving fund program.

## PMF Program Mission

*To recruit and develop tomorrow's Federal Government leaders.*

## Want to learn more?

Visit: [www.pmf.gov](http://www.pmf.gov)

Email: [pmf@opm.gov](mailto:pmf@opm.gov)

Meet the team:

[www.pmf.gov/about-us/meet-the-team](http://www.pmf.gov/about-us/meet-the-team)



PMF Agencies— 03/2020



**PMF** PRESIDENTIAL  
MANAGEMENT  
FELLOWS PROGRAM  
U.S. OFFICE OF PERSONNEL MANAGEMENT



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*"A call to lead, a call to serve."*

# HIRE Tomorrow's Federal Government Leaders TODAY



# Recruit the Best

We recruit thousands of recent and/or current graduates each year from **graduate schools globally and across all academic disciplines**. They bring invaluable skills and experiences to your agency that are at the cutting edge of their respective fields—from public policy, to STEM, finance, business, public health, international affairs, law, cybersecurity, and many more.

## Vet and Pre-Qualify Finalists

OPM conducts an annual on-line application and rigorous on-line assessment process, covering the following competencies:

- **Flexibility, Integrity, Interpersonal Skills, Written Communication, Problem Solving, and Public Service Motivation**

The pool is then narrowed from several thousand applicants to several hundred Finalists. All Finalists are pre-qualified at the GS-9 level based on their advanced degree, and agencies have the option to initially appoint at the GS-9/11/12 (or equivalent)—saving you valuable time in the recruitment/hiring process.



## Hire All Year

Agencies post appointment and rotational opportunities throughout the year to our PMF Talent Management System (TMS). Current Finalists have one year from the time they are selected to find a placement. Hiring officials can work with their Agency PMF Coordinator to search the database of Finalists, review their resumes, and encourage them to apply for jobs.

## Develop Your Agency's Future Leaders

Once Finalists are appointed and become Fellows, they have access to our PMF Leadership Development Program (PMF LDP), which provides 100+ hours of experiential leadership training. This program has a market value of over \$15,000 (which is included in the one-time placement fee). They also become part of a vast network of current PMFs and over 10,000 PMF Alumni.

## Fellowship Requirements

While each agency may have their own unique requirements, at a minimum, Fellows must complete the following:

- An Individual Development Plan
- 160 hours of formal interactive training (i.e. 80 hours for each year of the fellowship)
- At least one 4-6 month development assignment
- Secure a mentor
- A successful annual performance plan
- Obtain certification, leading to noncompetitive conversion to a term or permanent position

## So you want to hire a PMF... What's next?

- Contact your Agency PMF Coordinator for next steps—go here for a current list: **[apply.pmf.gov/coordinators.aspx](https://apply.pmf.gov/coordinators.aspx)**
- Post your appointment opportunities in the PMF Talent Management System (TMS) and advertise to Finalists

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

### PMF Snapshot:

## Can't find your Agency PMF Coordinator?

Your agency may not participate or be active in the program, but we can fix that! Email us to find out how at [pmf@opm.gov](mailto:pmf@opm.gov).