



# Presidential Management Fellows (PMF) Program

## The Opportunity for Applicants: 2021

*Application dates: 9/30/2020-10/14/2020*  
*Opening and closing at Noon (Eastern Time)*



**PMF** PRESIDENTIAL  
MANAGEMENT  
FELLOWS PROGRAM

U.S. OFFICE OF PERSONNEL MANAGEMENT



# What is PMF?



**PMF** PRESIDENTIAL  
MANAGEMENT  
FELLOWS PROGRAM

U.S. OFFICE OF PERSONNEL MANAGEMENT

*"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*



# 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

EO = Presidential Executive Order



# PMFs Make a Positive Impact on Our Nation



**Sean O'Keefe**

- PMI at Office of Management and Budget
- Secretary of the Navy
- Administrator of NASA
- CEO of Airbus
- Current Professor Syracuse University



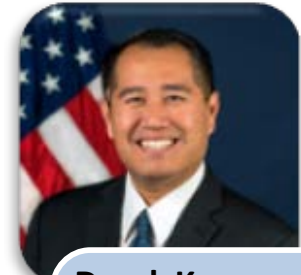
**Jaisha Wray**

- PMF at Department of Defense
- Former Director for International Cyber Policy at the National Security Council in the White House
- Current SES, Associate Administrator for International Affairs at the Dept. of Commerce's National Telecommunications and Information Administration



**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
- Current Non-resident Senior Fellow at Brookings



**Derek Kan**

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



# PMF Program Overview

- Pipeline for Future Leaders in Federal Government
- Involves a very competitive and rigorous application and assessment process
- Solicits eligible individuals annually (Applicants)
- Selection of Finalists (12 months of appointment eligibility)
- Finalists seek appointments as Fellows
- 2-yr fellowship with training and development, full-time, salary and benefits, & 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



# 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 other **Benefits** such as Public Transportation Subsidies, Telework, Student Loan Repayment
- Opportunity to **noncompetitively convert** to a term or permanent Federal position upon successful completion of program requirements



# PMF Snapshot

## Backgrounds:



## Where PMFs work:





# Eligibility

- Current and Recent graduates with Advanced Degrees (M.A., J.D., Ph.D.) from accredited institutions worldwide
  - Graduates from foreign schools who are selected as Finalists will be required to use a credential evaluation service to deem U.S. equivalency
- May apply within the last year of study OR up to 2 years after completing advanced degree
- **2021 Application will take place Sept 30, 2020 - Oct 14, 2020**
  - Degree requirements completed by August 31, 2021, or
  - Conferred between September 30, 2018 and September 30, 2020
- No waivers or deferrals
- Either a U.S. Citizen OR have the ability to legally be able to work in the U.S.



# Application Process & What to Expect

- Announcement is posted on [www.USAJOBS.gov](http://www.USAJOBS.gov) on opening day
- Applicants apply on PMF Talent Management System (TMS)
- Applicants submit an on-line application which includes:
  - Resume
  - 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



# On-line Assessment

Assessment Part	Number of Items	Time Allowed
Part A: Situational Judgement	54	60 minutes
Part B: Life Experience	40	30 minutes
Part C: Problem Solving	20	45 minutes
Part D: Writing	1	25 minutes

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

Assessment Preparation Guide published under “Become a PMF/Assessment Process” at [www.pmf.gov](http://www.pmf.gov)



## Selection Criteria

All Applicants are judged on the same criteria. There are only three criteria as to whether an Applicant becomes a Finalist:

1. An Applicant's ability to meet eligibility requirements;
2. An Applicant's on-line assessment score; and
3. The total number of Finalists authorized for each year.

For example, if 400 Finalists are authorized then the top 400 scoring Applicants who meet eligibility requirements are then selected as Finalists.

There is no appeal process and scores are not provided.



# Avoid Common Mistakes

1. Transcript issues
  - Applicant name
  - College/University name
  - Qualifying advanced degree program (completed or pursuing)
  - Date of degree conferred for recent graduates or anticipated for current graduate students
2. Insufficient documentation
3. Waiting until the last minute to apply
4. Making changes once you submit



# Current PMF & Alumni Perspectives

**Fellows & PMF Alumni  
who have launched a  
career in public service**



## Resources for Applicants

- Applicants are strongly encouraged to visit the “Become a PMF” section of our website at <https://www.pmf.gov> for additional details on the application process
- The “Become a PMF/Resources” sub-page, includes helpful documents for download, such as:
  - The PMF Applicant Handbook
  - The PMF Assessment Preparation Guide



## 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

Application and Assessment Inquiries: [pmfapplication@opm.gov](mailto:pmfapplication@opm.gov)