

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

# PRESIDENTIAL MANAGEMENT FELLOWS PROGRAM:

Meeting Your  
Agency's Succession  
Planning Needs



U.S. OFFICE OF PERSONNEL MANAGEMENT



**T**he quality of Government reflects the quality of the people who serve within, and the Office of Personnel Management ensures there is a constant pipeline of public service leaders who meet the highest standards. The Presidential Management Fellows Program is one of the most important ways we meet this goal—by helping outstanding graduates from master’s, law, and doctoral programs begin their leadership journey as high-performing, committed public servants.

*Answering the Call to Leadership*



## The Presidential Management Fellows Program

For more than 30 years, the Presidential Management Fellows (PMF) Program has helped Federal agencies meet their succession planning needs by providing the next generation of *Great Leaders for Great Government*.

Presidential Management Fellows are available for hire year round, providing a constant stream of top talent to hiring managers. Each year, the PMF Program recruits thousands of applicants and puts them through a rigorous screening process. Only the best become PMF finalists.

Hiring managers search an online resume bank of PMF finalists, conduct interviews and can make offers in a matter of days rather than weeks or months, saving considerable time and expense. There is no hiring flexibility that can match the quality, speed, and cost effectiveness of the PMF Program.

## The PMF Program Helps Agencies Plan for the Future

About 60 percent of all Federal managers will be eligible to retire over the next two decades. The Federal Workforce Flexibility Act of 2004 requires agencies to meet this challenge by developing **“a comprehensive management succession program.”**

But this projected turnover in management doesn't have to be a setback. It is your agency's opportunity to cultivate the new leaders who will move Government forward in the 21st century.

### WHAT ARE THE BENEFITS OF HIRING A PRESIDENTIAL MANAGEMENT FELLOW?

Agency customers report a **95 percent satisfaction rate** with the quality of candidates the PMF Program offers. When asked, they say Presidential Management Fellows working for them:

- Possess the skills and know-how to hit the ground running
- Perform well in high-stress environments
- Bring fresh perspectives and “can do” attitudes to their work
- Have the technological savvy needed for 21<sup>st</sup> century Government



## Who Are Presidential Management Fellows?

The PMF Program is highly selective, with only 1 in 10 applicants being chosen for a two-year Fellowship. Each year, OPM recruits recent graduates from top masters and doctoral level programs from accredited colleges and universities worldwide.

The PMF Program accepts only those who demonstrate:

- Breadth and quality of accomplishments
- Capacity for leadership
- A commitment to excellence in the leadership and management of public policies and programs

## OPM: Developing Tomorrow's Leaders

The Presidential Management Fellows Program has several advantages over the traditional recruitment process:

**TOP GRADUATES:** OPM only accepts applicants nominated to the PMF Program by the Dean, Chairperson, or Academic Program Director of their schools. Many applicants have extensive prior experience that can be invaluable to your agency.

**PRE-QUALIFIED CANDIDATES WITH SUPERIOR SKILLS:** OPM rigorously assesses each nominee to ensure finalists have superior writing, interpersonal, analytic and leadership skills.

**YEAR-ROUND HIRING:** OPM hosts a searchable online resume bank and job-posting system allowing agencies throughout the Federal Government to hire Fellows.

**DEVELOPING NEW LEADERS:** OPM sponsors orientation programs and training forums for all Fellows.

## An Investment in Long-Term Leadership

Presidential Management Fellows serve as capable, new staff members; each Fellow is an investment in smart succession planning. When agencies hire a Fellow, they commit to developing the leadership potential of high-achieving individuals.

OPM works with agencies to provide intensive **training, mentoring and hands-on experience** to Fellows. After Fellows successfully complete the two-year program, they are converted to permanent positions.

**The PMF Program is one of the most direct and cost-effective ways to hire emerging leaders for your agency.** To date, more than 6,000 Presidential Management Fellows have joined the Federal Government, with many serving in leadership roles.

### Your Agency's PMF Fee Includes:

- Recruitment, nomination, assessment and qualification at the GS-9 level (including adjudication of veterans' preference)
- Agency participation in the annual PMF Job Fair for finalists
- PMF Orientation and Training Program
- Other training opportunities, including fellowship forums
- Graduation Ceremony for Fellows
- Online access to post positions and/or search resumes
- Training, support and assistance for agencies

### PRESIDENTIAL MANAGEMENT FELLOWS: YOUR LINK TO DIVERSE EXPERIENCE

Presidential Management Fellows are high achievers in a wide range of academic areas, including:

- Business
- Health
- Human Resources
- Law
- Public Administration
- Science
- Technology



## How Can My Agency Hire a Presidential Management Fellow?

OPM does the recruitment and screening for you. Applicants pass through a rigorous, multiple-hurdle assessment process, where they are screened both by their schools and by OPM. If they make the cut, their resumes are posted online, providing direct access to agencies and their hiring managers.

## Agency PMF Coordinators: Your Liaison to the PMF Program

Every participating agency has an Agency PMF Coordinator who serves as a liaison and program facilitator for the agency, Fellows and their supervisors, with the PMF Program Office.

To hire a Fellow, simply contact your Agency PMF Coordinator who will guide you through the process. You can find a list of Agency PMF Coordinators on our website at [www.pmf.opm.gov](http://www.pmf.opm.gov).

### WHAT ARE MY AGENCY'S OBLIGATIONS TO PRESIDENTIAL MANAGEMENT FELLOWS?

Agencies that hire a Fellow agree to:

- Hire the Fellow on a two-year appointment at the GS-9, GS-11 or GS-12 level (or equivalent)
- Establish a performance plan and conduct an annual evaluation
- Create an Individual Development Plan (IDP) with the Fellow
- Provide 80 hours of formal classroom training for each year of the fellowship (160 hours total)
- Place the Fellow in a developmental assignment of 4 to 6 months that provides responsibilities in line with the Fellow's target position
- Evaluate, through the Executive Resources Board (ERB), whether the Fellow successfully completed the program requirements
- Convert the Fellow to a permanent full-time position at the end of the Fellowship, if ERB certified

# Presidential Management Fellows serve in countless ways throughout Government

Join the many satisfied agencies that have used the PMF Program to build and sustain their leadership pipeline.

- Department of Agriculture
- Department of Commerce
- Department of Defense
- Department of Education
- Department of Energy
- Department of Health and Human Services
- Department of Homeland Security
- Department of Housing and Urban Development
- Department of the Interior
- Department of Justice
- Department of Labor
- Department of State
- Department of Transportation
- Department of the Treasury
- Department of Veterans Affairs
- African Development Foundation
- Agency for International Development
- Broadcasting Board of Governors
- Corporation for National and Community Service
- Environmental Protection Agency
- Export-Import Bank of United States
- Farm Credit Administration
- Federal Election Commission
- Federal Maritime Commission
- General Services Administration
- Inter-American Foundation
- International Trade Commission
- Library of Congress
- National Aeronautics and Space Administration
- National Science Foundation
- Nuclear Regulatory Commission
- Office of Federal Housing Enterprise Oversight
- Office of Management and Budget
- Office of National Drug Control Policy
- Office of the Director of National Intelligence
- Office of Personnel Management
- Overseas Private Investment Corporation
- Pension Benefit Guaranty Corporation
- Small Business Administration
- Social Security Administration
- Trade and Development Agency



## Contact the Presidential Management Fellows Program Today

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