

# PMF Perspectives



**Subomi Adeyemo**

Epidemic Intelligence Officer (Division of Parasitic Diseases and Malaria at CDC)

Pharmacy (PharmD)

Georgia '16

PMF is a dynamic program for individuals committed to public service. As a PMF, I worked on supply-chain-related projects focused on improving HIV treatment for vulnerable & underserved populations in Uganda, Kenya, South Africa, & Cameroon.



**Tchelet Segev**

Project Engineer/Manager, U.S. Forest Service

Environmental Engineering

MIT '18

The PMF allowed me to lead multi-million-dollar projects right out of grad school. I've managed many partnerships, fire restoration efforts, infrastructure development, and habitat restoration with the U.S. Forest Service thanks to the PMF program!



**Kyle Thetford**

Financial Analyst, Small Business Lending Markets, Consumer Financial Protection Bureau  
International Relations and Economics  
Johns Hopkins School of Advanced International Studies (SAIS) '20

I joined the PMF program as part of a career pivot from the private to public sector since it offers a unique opportunity to start out doing federal policy work. It has allowed me to use my financial skills to protect consumers during the pandemic.



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FELLOWS PROGRAM  
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# Presidential Management Fellows (PMF) Program

*Launching a Career in the Federal Government through  
the PMF Program*

*Presentation for Potential Applicants*

*2024 PMF Application Dates: Noon (ET), Tuesday, September 12 – Noon (ET), Monday,  
September 25, 2023*



*“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. It is a two-year fellowship, full-time, with full salary and benefits leading to a career in Federal service.**



## **PMF Program Mission:**

To recruit and develop the next generation of Federal Government leaders drawn from all segments of society.

*For 45 years, the PMF Program has existed to provide Federal agencies with a pipeline of emerging leaders across all academic disciplines who represent the broad diversity of the United States.*

# Fellowship Components (Federal Job +)

- Leadership Development Opportunities & Individual Development Plan.
- Minimum of 160 hours of formal interactive training.
- At least one 4 to 6 months Developmental Assignment.
- Optional rotational opportunities.
- Assignment of senior-level Mentor.

# Fellowship Components (Federal Job +)

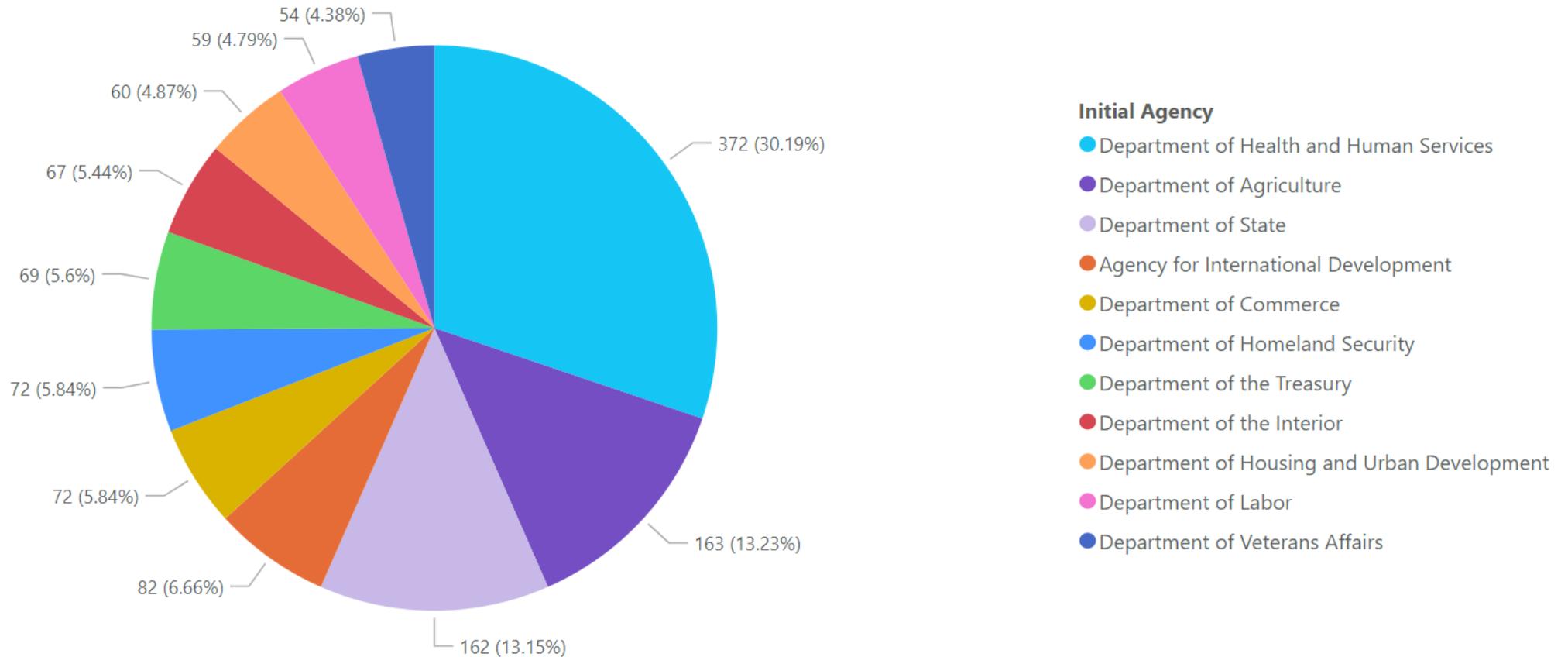
- Benefits of a Federal employee, such as insurance plans (health, dental and vision, life, long-term care, flexible spending accounts, etc.), paid holidays, leave, flexible work hours, and Thrift Savings Plan.
- Potential other benefits such as Public Transportation Subsidies, Telework/Remote work, and Student Loan Repayment.
- Opportunity to noncompetitively convert to a term or permanent Federal position upon successful completion of program requirements.

# Where Have PMFs Been Placed



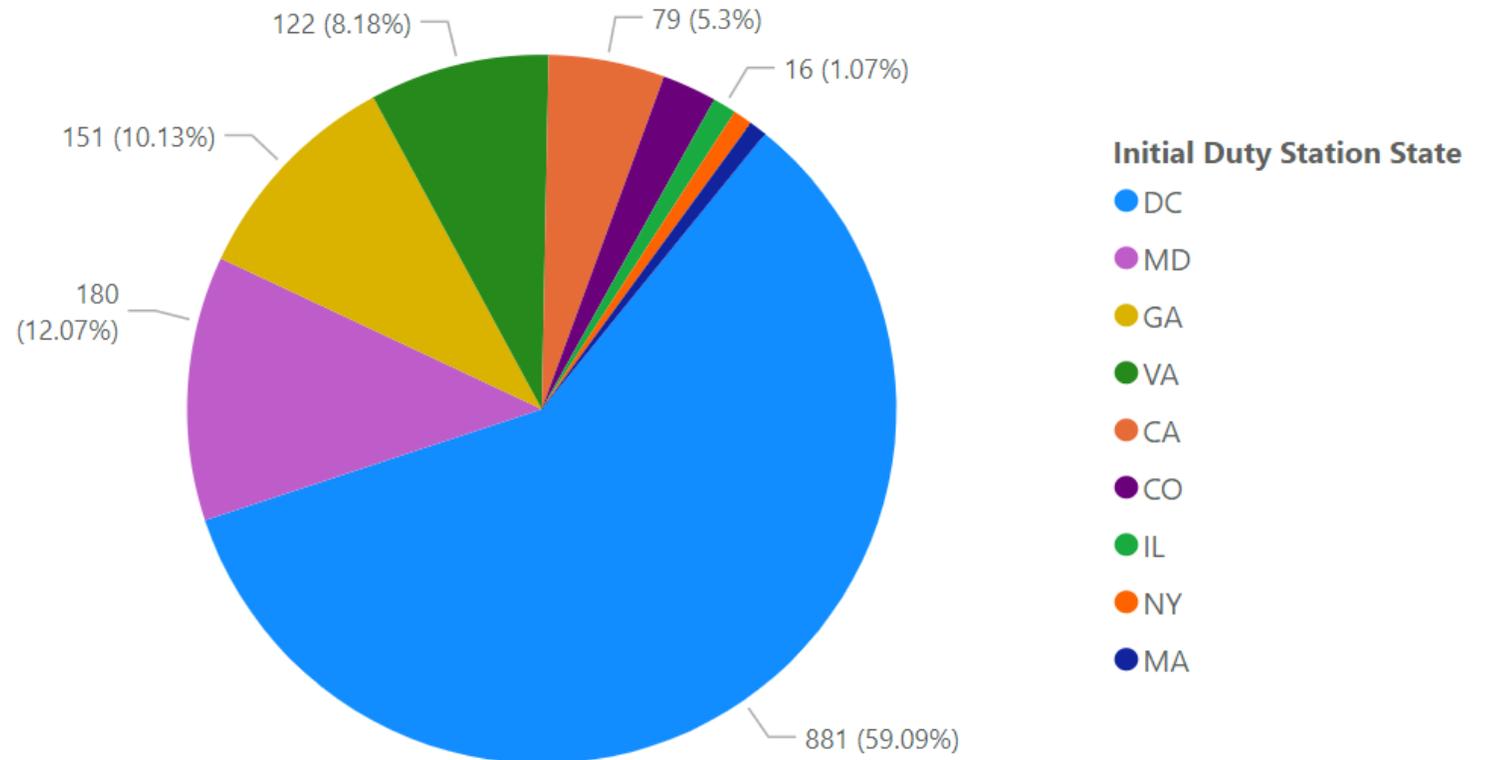
# Where Do PMFs Work? (By Federal Agency)

Over the past five years (2019-2023), these are the top 11 agencies where PMFs have been placed



# Where Do PMFs Work? (By State)

- Over the past five years (2019-2023), these are the top nine States where PMFs have been placed.
- Note that historically, 79% of Initial Duty Stations were in Washington, DC, Maryland, and Virginia (commonly referred to as the “DMV”).
  - However, many agencies have transitioned their positions to full-time remote work.



# Tentative Application Timeline for Class of 2024

Date/Timeframe	Description
<b>August/September 2023:</b>	Informational webinars for potential applicants
<b>September 12-25, 2023:</b>	The PMF Class of 2024 Application opens at Noon (ET), Tuesday, September 12, 2023, and closes at Noon (ET), Monday, September 25, 2023
<b>Approximately 3-4 weeks after application closes:</b>	Semi-Finalists are selected and notified
<b>Anticipated to be conducted over 6-8 weeks after Semi-Finalists selected:</b>	Fellows Structured Interviews (FSI) assessment conducted for Semi-Finalists
<b>Anticipated by early-February 2024:</b>	PMF Class of 2024 Finalists announced

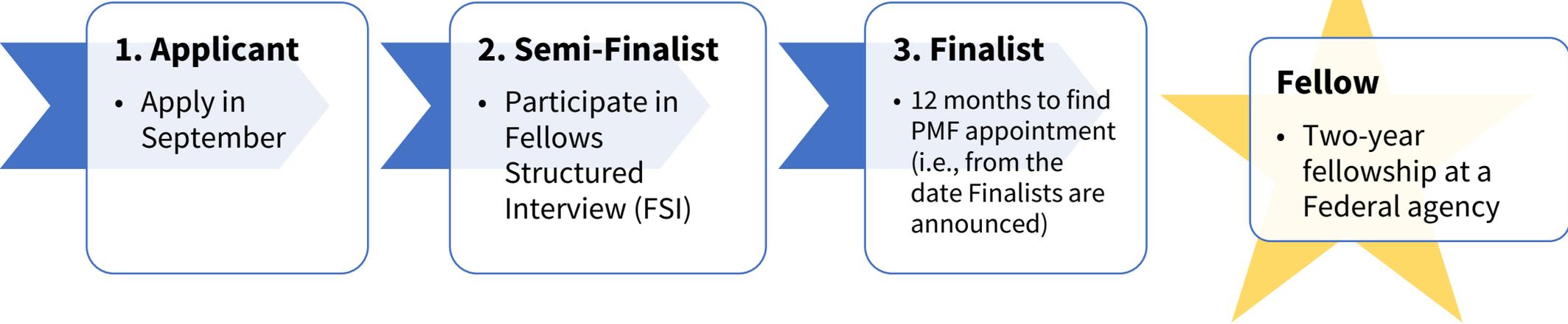
# Who is Eligible to Apply?

- **Current and Recent Graduates with Advanced Degrees** (e.g., Master's, PhD, or JD) from accredited institutions worldwide
  - *Current Graduates:* All advanced degree requirements completed by August 31, 2024
  - *Recent Graduates:* Advanced degree completed between Sept 12, 2021 and Sept 12, 2023
- **Additional Info** ([“Become a PMF/Eligibility”](#) on PMF Website):
  - No age requirement
  - Current Federal employees may apply
  - Either a U.S. Citizen OR can legally work in the U.S.
  - No waivers or deferrals
  - Graduates from foreign schools are required to use a credential evaluation service

# What's New for the 2024 Application

- We have added the following degrees to our database:
  - Forensic Science
  - Homeland Security/Defense
  - Human Development
  - Leadership/Management
  - Occupational Safety and Health
  - Organizational Behavior
  - Paralegal Studies
  - Psychology/Counseling
  - Science (Other)
  - Sports
  - Transportation
- Application Criteria: For a full list of available degrees, skills, and languages for applicants to choose from when applying, please refer to the “Application Criteria” resource posted under the “Become a PMF” and “Academia” sections on the PMF website at [www.pmf.gov](http://www.pmf.gov).

# “The PMF Triathlon”



# Application Process

- Application takes place annually in the fall for a two-week period.
- Announcement is posted on [www.USAJOB.S.gov](http://www.USAJOB.S.gov) on opening day.
- Applicants apply on the Apply Site of the PMF Talent Management System (TMS).
- Applicants apply online and the application includes:
  - **Resume:** this document can be in any format as long as it includes all of the required elements.
  - **Transcript (and/or alternative):** this document is meant to provide proof that the applicant either has earned or is going to earn an advanced degree within the appointment eligibility timeframe.
  - **Supporting documentation:** for any claims to veterans' preference and/or reasonable accommodations for the assessment process.
  - **An Online Assessment:** two parts assessment.

# Resume Requirements

- It can be in any format but is limited to a file size of 5MB.
- Must be accessible, legible, and in English.
- Not password-protected, no embedded scripts/macros, and no photos.
- At a minimum, the resume must contain the following:
  1. Applicant's Name
  2. Contact Information (address, email, and phone number)
  3. College/University Name (associated to advanced degree)
  4. Qualifying Advanced Degree Program (completed or pursuing)

# Transcript Requirements

- The transcript (and/or alternative) must identify:
  1. Applicant's Name
  2. College/University Name and/or Official Logo
  3. Qualifying Advanced Degree Program
  4. Degree Completion Date or Anticipated Degree Completion Date
- Transcript may be an unofficial transcript
- Some online transcript systems do not show all required elements
  - An alternative is a letter from the appropriate school official (career services, registrar's office, dean, counselor, faculty member, etc.) their contact information, identifying all the required elements, on school letterhead, and signed by the official
- Documents must be in English and legible for consideration

# Assessment Process

- The assessment process is designed to measure the following competencies that are critical to success in a PMF role:
  1. Attention to Detail
  2. Flexibility
  3. Integrity/Honesty
  4. Interpersonal Skills
  5. Oral Communication
  6. Reasoning
  7. Self-Management
  8. Supporting Diversity
- These are further defined under the “Become a PMF/Assessment Process” webpage at [www.pmf.gov](http://www.pmf.gov).

# Assessment Process

- The online assessment is administered in an un-proctored environment and includes two parts:
  - (1) the Fellows Behavioral Assessment Tool (FBAT) and
  - (2) the Fellows Situational Assessment Tool (FSAT)
- The FBAT will ask applicants about behaviors related to competencies critical for PMF roles.
- The FSAT will ask applicants to evaluate various courses of action in response to PMF work-related situations.

# Assessment Process

- Each part of the online assessment is timed. Across both online assessment parts and anticipated to be no more than 2 hours.
- Sample questions for each part are included in the *PMF Applicant Handbook*. No special training or experience is required to answer the questions in the online assessment.
- NOTE: An applicant may complete each of the online assessment parts at different times or all at once, as long as the applicant completes the entire online assessment and submits the application by the closing of the announcement (unless otherwise instructed).
  - For example, an applicant can start and complete Part 1 and then start and complete Part 2 later. However, once an applicant starts a part, they must complete that part.

# Fellows Structured Interview

- A structured interview is an assessment method designed to measure job-related competencies of candidates by systematically inquiring about their behavior in past experiences and/or their proposed behavior in hypothetical situations.
- Applicants who are invited to the Semi-Finalist stage will receive an invitation to schedule a Fellows Structured Interview (FSI).
- Semi-Finalists will complete an approximate 30-minute audio interview with a live panel of assessors.
  - Semi-Finalists will be asked to respond to a series of questions related to critical competencies for the PMF role.
- For additional information on the assessment process, please refer to the *PMF Applicant Handbook*, found under the “Academia/Resources” and “Become a PMF/Resources” sections of the PMF website.

# Selection Criteria

- All applicants are evaluated on the same criteria. Finalists are chosen based on:
  - (1) Ability to meet eligibility requirements
  - (2) Complete application
  - (3) Online assessment results
  - (4) Structured interview results (i.e., for Semi-Finalists)
  - (5) The total number of Finalists authorized for each year
- Finalists will be announced approximately 4 weeks after the structured interviews conclude. We anticipate announcing the PMF Class of 2024 Finalists in early-February 2024.

# Most Common Mistakes

1. Transcript issues (this is the #1 most common mistake)
  - Specifically, not including the degree completion date or anticipated degree completion date
2. Insufficient documentation
3. Waiting until the last minute to apply

# If an Applicant Becomes a Finalist

- Finalists search for PMF appointment opportunities through the PMF TMS (Talent Management System).
  - Finalists may opt-in to be electronically notified of posted appointment opportunities.
- Available positions change throughout the year.
- PMF Program Office sponsors an annual hiring event.
- Appointment eligibility of 12 months from the date selected as Finalists to secure a PMF appointment.

# If an Applicant Becomes a Finalist

- Employment policies and incentives determined by individual agencies.
- Finalist must meet the qualifications of the PMF position.
- Appointment Eligibility Extensions.
  - If a Finalist has accepted a PMF appointment or applied to a position but cannot onboard by the deadline, an agency may request an extension.

# If a Finalist Gets Appointed as a PMF

- Two-year, full-time position at a Federal agency with full salary and benefits.
- Initial appointment at the GS-9, 11, or 12 (or equivalent), based on applicant qualifications and agency needs.
- Promotion potential up to the GS-13 (or equivalent) during fellowship.
- May noncompetitively convert to a term or permanent position.
- Typical career path with limited experience (or equivalent):
  - Appointment: GS-9, \$64,957 - \$84,441
  - 1-year Anniversary: GS-11, \$78,592 - \$102,166
  - Program Completion: GS-12, \$94,199 - \$122,459

NOTE: The salaries shown are based on a range covering the Washington, DC, metro area for 2023. Salary tables are typically adjusted annually in January and based on geographic location.

# Resources for Applicants

- [Become a PMF](#) section of the PMF website for additional details on the application and assessment process, selection of Finalists, FAQs, and other resources.
- Monitor the [Become a PMF/2024 Application](#) section on the PMF website for any updates to the timeline.
- The announcement posted on USAJOBS on opening day.
- Avoid third-party information.
- Monitor News & Events on PMF website for any announcements.
- **PMF Applicant Handbook:** the go-to resource for prospective applicants.

# Q&A



*Still have questions?*

Visit our “Become a PMF/FAQs” page on our website at <https://www.pmf.gov>

# Thank you!



PMF website: [www.pmf.gov](http://www.pmf.gov)

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

PMF Program Mission:

***To recruit and develop the next generation of Federal Government leaders drawn from all segments of society.***