



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

Presidential Management Fellows (PMF) Program

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

Presentation for Potential Applicants

PMF Application Dates: Fall 2023 (Exact Dates TBD)

What is the PMF Program?



“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.

- Visit us <https://www.pmf.gov>
- Sign up for the PMF Subscriber Lists to stay informed at <https://apply.pmf.gov>
- Application Inquiries: pmfapplication@opm.gov
- PMF Applicant Handbook (the go-to resource for Applicants):
<https://www.pmf.gov/become-a-pmf/resources/> (forthcoming)

Why PMF?

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
- **160 hours** of formal interactive training
- At least one 4-6 month **Developmental Assignment**
- Optional **rotational opportunities**
- Assignment of senior-level **Mentor**
- **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, Thrift Savings Plan
- Potential other benefits such as remote work and student loan repayment
- Opportunity to **noncompetitively convert** to a term or permanent Federal position upon successful completion of program requirements (i.e., the PMF Program provides a pathway to permanent Federal employment)

PMF Snapshot

Over the past 5 years (2019-2023), we've had an annual average of:



6,780

Applicants



651

Finalists



78

Academic Disciplines
(among Finalists)



188

Academic Institutions
(among Finalists)



12%

Veterans
(among Finalists)

Where do Fellows Work?

Since 2014



over 100 Federal agencies
42 agencies and 122 sub-agencies

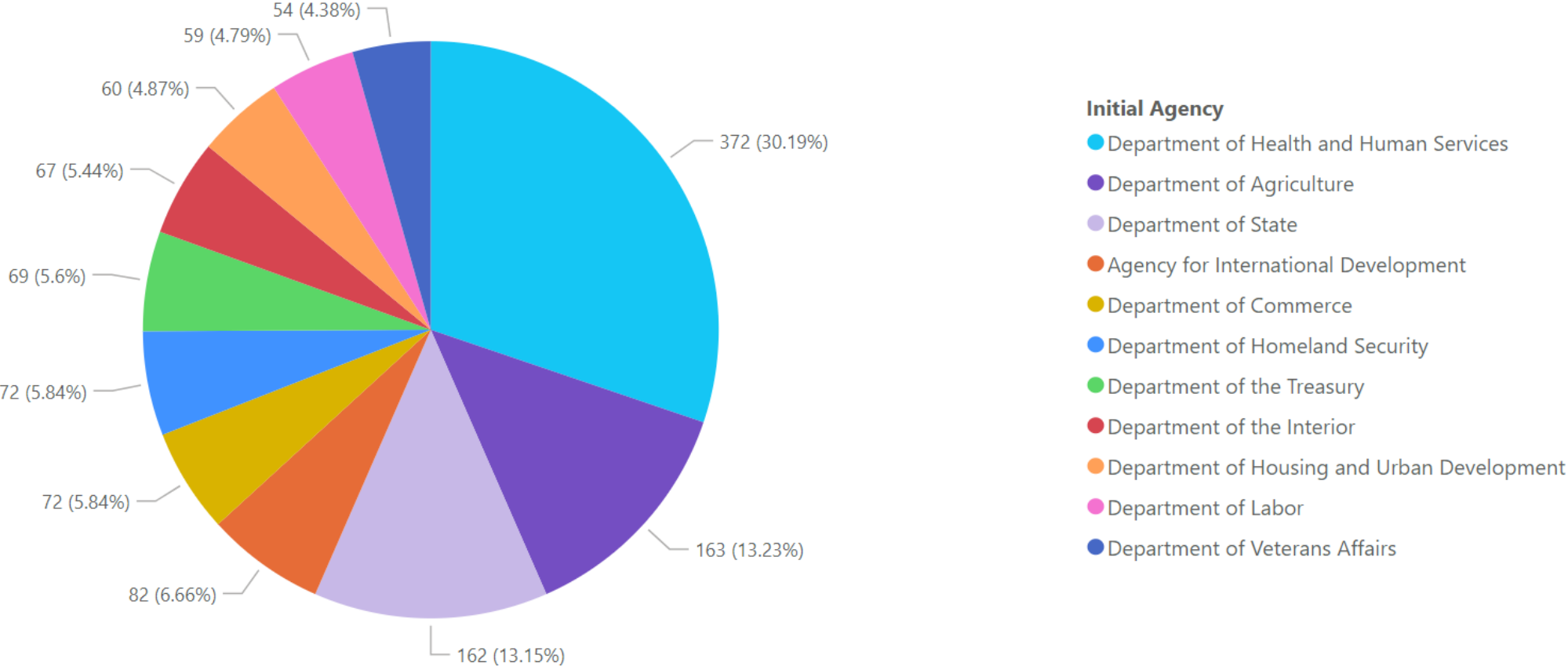
Since 2017



27 States

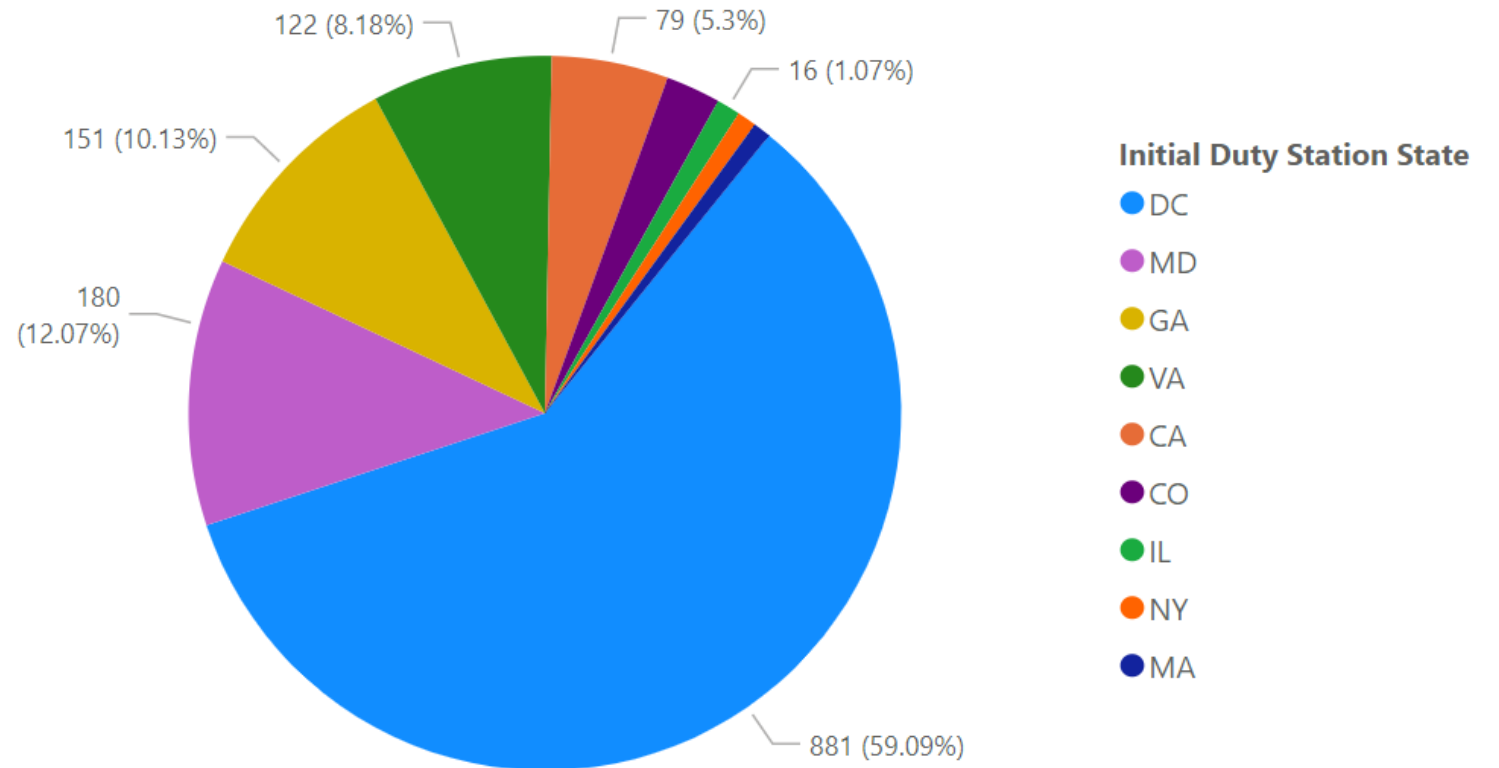
Where Do PMFs Work? (By Federal Agency)

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

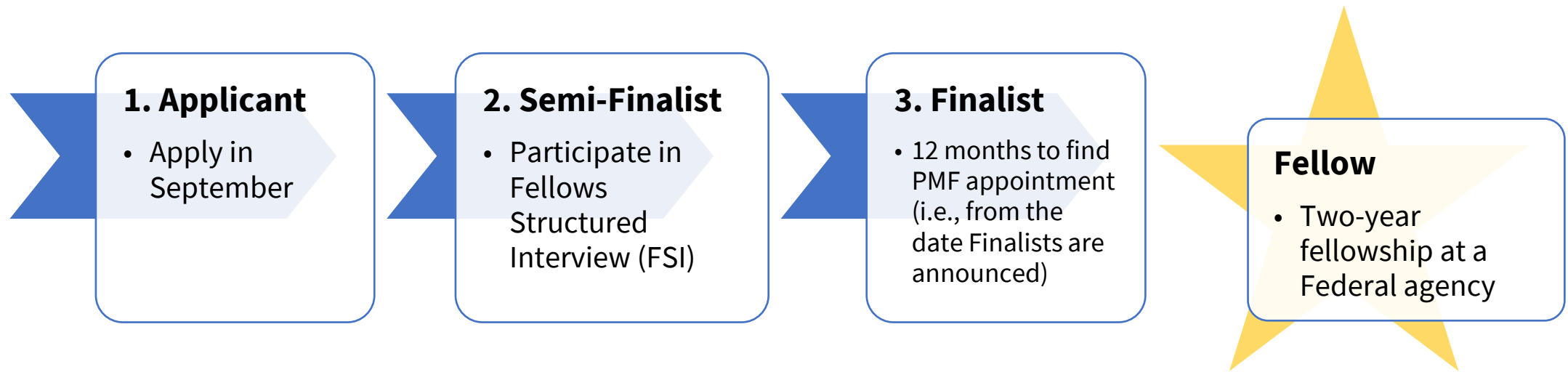


Who is Eligible to Apply?

- **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 2021 and Sept 2023 (exact dates TBD)
- **Next PMF Application (Class of 2024) anticipated to be open in September 2023**
 - *Full Eligibility Dates:* Completed or expect to complete an advanced degree between 9/2021 and 8/2024 (exact dates TBD)
- **Additional Info (“[Become a PMF/Eligibility](#)” on PMF Website):**
 - No age requirement
 - Current Federal employees may apply
 - Either a U.S. Citizen OR have the ability to legally work in the U.S.
 - Graduates from foreign schools required to use a credential evaluation service

“The PMF Triathlon”

- From Applicant to Fellow, this is what the PMF process looks like at a high level



Tentative PMF Application and Assessment Timeline for Class of 2024

Date/Timeframe	Description
August/September 2023:	Informational webinars for potential applicants will be held in August/September.
September 2023 (exact dates TBD):	The PMF Class of 2024 Application opens for approximately 2 weeks
Approximately 3-4 weeks after application closes:	Semi-Finalists selected and notified
Anticipated to be conducted over 6-8 weeks after Semi-Finalists selected:	Fellows Structured Interviews (FSI) conducted for Semi-Finalists
Anticipated by February 2024:	PMF Class of 2024 Finalists announced

Application Process

- Application takes place annually in the fall for a two-week period:
 - **The PMF Class of 2024 Application is anticipated to be held in September 2023**
- Announcement is posted on www.USAJOBBS.gov on opening day
- Applicants apply on the Apply Site of the PMF Talent Management System (TMS)
- Applicants submit an application online which includes:
 - **Resume**; this document can be in any format as long as it includes all 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**

Assessment Process

- **The assessment process is designed to measure the following competencies that are critical to success in the PMF role:**

- | | |
|-------------------------|-------------------------|
| 1. Attention to Detail | 5. Oral Communication |
| 2. Flexibility | 6. Reasoning |
| 3. Integrity/Honesty | 7. Self-Management |
| 4. Interpersonal Skills | 8. Supporting Diversity |

- **The assessment process will be carried out in two stages:**

1. The *Online Assessment stage* for all applicants, which includes:
 - Fellows Behavioral Assessment Tool (FBAT)
 - Fellows Situational Assessment Tool (FSAT)
2. The *Semi-Finalist stage*, which includes:
 - Fellows Structured Interview (FSI)

*Semi-Finalists will be determined based on eligibility, completeness of application, and results from the Online Assessment stage

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), and
- (5) The total number of Finalists authorized for each year

The number of authorized Finalists has not yet been determined.

Finalists will be announced after the structured interviews conclude. We anticipate announcing the PMF Class of 2024 Finalists by February 2024.

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
- “**PMF Applicant Handbook**,” the go-to resource for prospective applicants (forthcoming)
- **PMF Ambassadors:** An active volunteer network of current PMFs and PMF Alumni who support PMF recruitment and outreach activities
 - Interested in connecting with a PMF Ambassador? Visit the [PMF Ambassadors](#) page on the PMF website to view the “PMF Ambassadors Directory” (forthcoming)

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

Email: pmfapplication@opm.gov

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