



# Presidential Management Fellows (PMF) Program and Upcoming Application

## PMF Class of 2023 Application Q&A Session

September 12, 2022, from 2:00-4:00pm (ET)

*Application dates: 9/13 - 27/2022*

*Opening and closing at Noon (Eastern Time)*



**PMF** PRESIDENTIAL  
MANAGEMENT  
FELLOWS PROGRAM

U.S. OFFICE OF PERSONNEL MANAGEMENT



# Resources to Have On Hand for this Session

## 1. **PMF Applicant Handbook**

- This can be found under the “Become a PMF/Resources” section of the PMF website (<https://www.pmf.gov/become-a-pmf/resources/>)

## 2. **“Become a PMF” section of the PMF website**

- This can be found at <https://www.pmf.gov/become-a-pmf/overview/>

## 3. **Become a PMF/Frequently Asked Questions (FAQs)**

- These FAQs can be found under the “Become a PMF\FAQs” section of the PMF website (<https://www.pmf.gov/become-a-pmf/faqs/>)

## 4. **Eligibility webpages (subpages under: <https://www.pmf.gov/become-a-pmf/eligibility/>):**

- Includes topics on Citizenship, Veterans’ Preference, and Education Outside the U.S.

## 5. **2023 Application**

- This can be found at <https://www.pmf.gov/become-a-pmf/2023-application/>
- Includes information about the timeline and what’s new for 2023



# Most Common Questions from PMF Applicant Info Sessions

**Question: Is there an age requirement for applying to the PMF Program?**

*Answer: No.*

**Question: I am a current Federal employee. Can I apply to PMF?**

*Answer: Yes. For more info, see “Become a PMF\FAQs” #38 at <https://www.pmf.gov/become-a-pmf/faqs/#q38>*

**Question: What do you recommend for the format and length of the resume?**

*Answer: The resume can be in any format and any length as long as it contains all of the required elements as outlined in the “PMF Applicant Handbook” or under the “Become a PMF/Application Process/Application Tips” webpage. The file size must be less than 5MB.*

**Question: Do we need to submit letters of recommendation or a statement of interest?**

*Answer: No, neither of these items are required for the PMF Application. Any submitted will be discarded without review. Applicants may list any references and contacts in their resume accordingly.*



# Most Common Questions from PMF Applicant Info Sessions

**Question: Do you have any tips for the assessment process?**

*Answer: The best approach you can follow to prepare for the assessment process is read through the “PMF Applicant Handbook”, reading the description of each part of the assessment, sample questions, and the competencies you are being evaluated for. As a reminder, the process will consist of three distinct parts: 1) Fellows Behavioral Assessment Tool (FBAT), 2) Fellows Situational Assessment Tool (FSAT), and 3) Fellows Structured Interview (FSI).*

- Furthermore, the assessment will be carried out in two stages: 1) the Online Assessment Stage (which includes the FBAT and FSAT, and which will be completed by all applicants during the application period), and 2) the Semi-Finalist Stage (which includes the FSI, which will be completed by those who are selected as Semi-Finalists).*

**Question: What percentage of Finalists typically go on to become Fellows? Are appointments guaranteed?**

*Answer: Over the past 10 years, the appointment rate is between 60-70%. Appointments are not guaranteed.*

**Question: What determines your initial GS level?**

*Answer: This is generally influenced by education level (e.g., Master’s vs. J.D./Ph.D.) and work experience, as well as agency policy. Sometimes, initial GS level can be negotiated with the agency. The hiring agency determines this.*



# Most Common Questions from PMF Applicant Info Sessions

**Question: Who may the alternative letter come from at my academic institution?**

*Answer: Generally speaking, the alternative letter may come from anyone employed by the academic institution who is familiar with your academic record (e.g., advisor, faculty member, department chair, career services staff, dean, etc.)*

**Question: Do I need a USAJOBS account to apply?**

*Answer: No. The announcement will be posted on USAJOBS but you will apply through our PMF Talent Management System (TMS). You may use the Resume Builder tool on USAJOBS to create and then use as your resume.*

**Question: I have multiple advanced degrees. Which one should I apply with?**

*Answer: If you have multiple advanced degrees, please apply with the one that meets the eligibility criteria. If two or more do, please select one as the primary. Applicants may identify other degrees (e.g., double majors, undergraduate, certificates, etc.). No preference is given to degree types during the application phase.*

**Question: In terms of being selected as a Finalist, is a J.D. or Ph.D. looked upon more favorably than a Master's degree?**

*Answer: No. The type of advanced degree does not factor into the selection of Finalists.*



# Most Common Questions from PMF Applicant Info Sessions

**Question: I am a non-U.S. citizen. May I apply to the PMF Program?**

*Answer: Individuals who are not U.S. citizens can apply to the PMF Program; however, appointment opportunities for PMF positions for non-U.S. citizen Finalists are very limited, if any. A non-U.S. citizen may be eligible for Federal employment if the individual is (1) Eligible to work under U.S. immigration laws, and (2) is eligible for AND pursuing U.S. citizenship, OR appointed by a Federal agency that has the authority to hire non-U.S. citizens. For more information, visit: <https://www.pmf.gov/become-a-pmf/eligibility/citizenship/>.*

**Question: Are remote positions common and/or available?**

*Answer: Remote positions for PMFs have become more common recently, in part as a result of COVID-19. In posting PMF positions, agencies have the option to include a virtual/telework option where you'll be able to identify whether a position is remote.*

**Question: Which agencies participate in the PMF Program and where are these opportunities located?**

*Answer: There are appointment opportunities (i.e., PMF positions) available across the United States. It is difficult to predict exactly where these opportunities will be and in what quantity because these vary from year to year and by agency. Each agency that participates in the program has an Agency PMF Coordinator. To see a current list of Coordinators and participant agencies, visit: <https://apply.pmf.gov/coordinators.aspx>.*



# Most Common Questions from PMF Applicant Info Sessions

**Question: Do I need to submit my undergraduate transcript during the PMF Application process?**

*Answer: Submitting an undergraduate transcript is optional and will have no impact on your application or in the selection of Finalists. You may submit your undergraduate transcript when submitting your application documents. For more info, see “Become a PMF\FAQs” #36 at <https://www.pmf.gov/become-a-pmf/faqs/#q36>.*

**Question: For those requesting a reasonable accommodation, when and how should this be requested?**

*Answer: Applicants may request a reasonable accommodation for the assessment process once the application opens. You may request a reasonable accommodation for the Online Assessment and/or the Fellows Structured Interview (FSI). For additional information, see the “PMF Applicant Handbook” and the “Become a PMF\Assessment Process” section of the PMF website.*

**Question: Is there support for Finalists in terms of finding a PMF appointment?**

*Answer: Yes. The PMF Program Office provides support in several ways, including the annual PMF Hiring Fair (which generally takes place in the spring), and hosting “Agency Meet-and-Greets” with some of the agencies that participate in the PMF Program.*

**Question: Does non-competitive eligibility (NCE) apply for those that have it through other programs like Peace Corps, Boren, etc.?**

*Answer: No. NCE through other government programs does not factor into the PMF application/selection process. Such NCE positions are outside of the PMF Program and fall under a different hiring authority.*



# Most Common Questions from PMF Applicant Info Sessions

**Question: If I am selected as a Finalist, how can I find PMF appointment opportunities.**

*Answer: All PMF appointment opportunities are posted on the PMF Talent Management System (TMS), and you will receive an automated notification when a position is posted if you opt-in to be notified.*

**Question: Several of the PMF info sessions over the past month had a particular focus (e.g., STEM/Science Policy, Public Health/Social Work, etc.). Are there particular “tracks” for PMFs?**

*Answer: No. There are currently no separate tracks for PMFs. All applicants (regardless of academic background) are welcome to apply and are selected through one process. The PMF Program is open to advanced degree holders across all academic disciplines and from all segments of society.*

**Question: May I reapply if I am not selected this year?**

*Answer: Yes. Individuals may reapply as long as they are eligible based on advanced degree completion. You may only submit one application per application cycle.*

**Question: How much do PMFs make in terms of salary?**

*Answer: This will vary based on location and initial grade level. PMFs can initially be appointed at the GS-9, 11, or 12 (or equivalent), and can be promoted up to the GS-13 during the fellowship. In the Washington, DC metro area, for example, this would be anywhere between \$61,947 and \$116,788. For pay tables based on locality, see: <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/general-schedule/>.*



# Most Common Questions from PMF Applicant Info Sessions

**Question: When do Fellows start their positions?**

*Answer: Agencies post appointment opportunities throughout the year on a rolling basis. As a Finalist you would be able to determine which positions you apply for, which will influence when you onboard as a Fellow. For current graduates, keep in mind that you must complete your advanced degree before onboarding. Finalists are encouraged to start applying to positions early upon being selected as a Finalist, as the Federal hiring process can take some time.*

**Question: When does the one-year clock start for Finalists to find a placement?**

*Answer: This starts the day Finalists are announced. We anticipate announcing the Class of 2023 Finalists around mid-February 2023.*

**Question: Can the PMF Program Office review my transcript before I submit my application to ensure it meets requirements?**

*Answer: No. The PMF Program Office does not pre-screen application documents. Please follow the instructions in the PMF Applicant Handbook and in the application, ensuring that your transcript (and/or alternative) contains all required elements.*

**Question: I've heard that the application and assessment process has changed effective this year. Is this true? If so, where can I find an overview of the changes?**

*Answer: Yes, this is true. Effective with the 2023 Application cycle, we have made significant updates to the selection and assessment process. You can find an overview of these changes in the PMF Applicant Handbook and on the PMF website. Notable changes include updated assessment parts as well as the introduction of a Semi-Finalist Stage.*



# Open Q&A



*Still have questions?*

Visit the “Become a PMF/FAQs” webpage on the [PMF website](#)  
or email us at [pmfapplication@opm.gov](mailto:pmfapplication@opm.gov).