

The following identifies *some* of the criteria presented to applicants during the annual PMF application process and available to participating Federal agencies when searching Finalists in the PMF TMS (Talent Management System). Applicants choose from the following: ① a list of degrees (graduate, undergraduate, and any other), ② a list of additional skills, and ③ a list of languages. Any new or revised entries appear in ***bold italics***. These lists are subject to change.

① **LIST OF DEGREES:** This list shows what disciplines are available in our database in alphabetical order, is not all-inclusive, and some are grouped. Applicants are asked to select the discipline that *best matches* their program of study for their advanced degree, undergraduate degree, and any other degrees.

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| 1. Accounting/Finance/Budget | 37. Contracting/Procurement | 74. History/Archeology |
| 2. Acquisitions/Contracts/Grants | 38. Criminal Justice | 75. Homeland Security/Defense |
| 3. Administration/Management Process | 39. Culinary Science | 76. Horticulture |
| 4. Aeronautical/Astronautical Engineering | 40. Cybersecurity-Related | 77. Hospitality Management |
| 5. Aeronautics/Astronautics | 41. Data Science/Analytics | 78. Human Development |
| 6. Aerospace Engineering | 42. Dentistry | 79. Human Resources Development/Policy |
| 7. Agricultural Science | 43. Design | 80. Human Rights |
| 8. Animal Sciences | 44. Digital Media | 81. Human/Labor Relations |
| 9. Anthropology | 45. Diplomacy | 82. Humanities |
| 10. Architecture | 46. Earth and Planetary Science | 83. Hydrology |
| 11. Archives/Records Management | 47. Ecology | 84. Individual/Group/Organizational Theory and Dynamics |
| 12. Area Studies (African) | 48. Economics | 85. Industrial Engineering |
| 13. Area Studies (Asian) | 49. Education | 86. Information Systems Management |
| 14. Area Studies (European) | 50. Electrical/Electronics Engineering | 87. International Affairs/Relations |
| 15. Area Studies (Latin American) | 51. Emergency Management | 88. International Development |
| 16. Area Studies (Middle Eastern) | 52. Energy/Earth Resources | 89. International Economics/Trade |
| 17. Area Studies (Other) | 53. Engineering (Other) | 90. Journalism |
| 18. Area Studies (Russian) | 54. Environmental Engineering | 91. Justice Administration |
| 19. Astronomy/Space Science | 55. Environmental Policy/Studies | 92. Languages/Linguistics |
| 20. Astrophysics | 56. Environmental Sciences/Natural Resources | 93. Law (JD or other law degree) |
| 21. Behavioral Science | 57. Epidemiology | 94. Leadership/Management |
| 22. Biohazardous Threats/Emerging Diseases | 58. Film and TV Production | 95. Liberal Arts |
| 23. Biology/Biological Sciences | 59. Fine Arts | 96. Library Sciences |
| 24. Biomedical Engineering | 60. Food Science | 97. Marketing |
| 25. Biostatistics | 61. Forensic Science | 98. Materials/Structural Engineering |
| 26. Business Management/Administration | 62. Forestry | 99. Mathematics |
| 27. Chemical Engineering | 63. Gender Studies | 100. Mechanical Engineering |
| 28. Chemistry | 64. Genetics | 101. Medicine |
| 29. Civil Engineering | 65. Geography | 102. Meteorology |
| 30. Climate and Society | 66. Geology/Geological Engineering | 103. Microbiology |
| 31. Communications | 67. Geophysics | 104. Museum Studies |
| 32. Community/Regional Planning/Development | 68. Geospatial Analysis/Geographic Information Systems | 105. Music |
| 33. Comparative Politics | 69. Government | 106. Nanotechnology |
| 34. Computer Engineering | 70. Health Administration | 107. Neurosciences |
| 35. Computer Science | 71. Health Insurance/Insurance and Risk Management | 108. Non-Profit Management/Organizations |
| 36. Conflict Analysis/Resolution | 72. Health Sciences | 109. Nuclear Engineering |
| | 73. Historic Preservation | |

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| 110. Nursing | 126. Project Management | 140. Social Work |
| 111. Nutrition/Nutritional Biology | 127. Psychology/Counseling | 141. Sociology |
| 112. Occupational Safety and Health | 128. Public Administration/
Management | 142. Sports |
| 113. Oceanography | 129. Public Affairs | 143. Statistics |
| 114. Organizational Behavior | 130. Public Health | 144. Structural Engineering |
| 115. Other Subject Areas | 131. Public Policy | 145. Supply Chain Management |
| 116. Paralegal Studies | 132. Real Estate/Building
Management | 146. Systems Engineering |
| 117. Parks/Recreation/Tourism | 133. Religion | 147. Telecommunications |
| 118. Petroleum Engineering | 134. Research Psychology | 148. Transportation |
| 119. Pharmacology/Pharmacy | 135. Resource Economics | 149. Toxicology |
| 120. Philosophy/Ethics | 136. Science and Technology Policy | 150. Urban/Regional Administration/
Management |
| 121. Physical Sciences | 137. Science (Other) | 151. Veterinary Medicine |
| 122. Physics | 138. Security/Intelligence Studies | 152. Writing/Editor |
| 123. Policy Analysis | 139. Social Studies | |
| 124. Political Science | | |
| 125. Population Biology | | |

② LIST OF ADDITIONAL SKILLS: Applicants are asked to optionally select from the list below to identify additional skills, competencies, and attributes that are applicable and supported in their resume. The list is in alphabetical order.

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| 1. Acquisitions/Contracting/Procurement | 22. Information Systems Security |
| 2. Analytical Skills | 23. Information Technology |
| 3. Biomedical Science | 24. Law Enforcement |
| 4. Budget Analysis | 25. Leadership and Management |
| 5. Capital Asset Management | 26. Logistics |
| 6. Coding/Programming | 27. Mathematics |
| 7. Collaboration Skills | 28. Operations Research/Analysis |
| 8. Communications | 29. Performance Management |
| 9. Critical Thinking | 30. Policy Analysis |
| 10. Current/Former Security Clearance | 31. Problem Solving |
| 11. Data Analytics | 32. Process Improvement |
| 12. Engineering | 33. Program Analysis |
| 13. Financial Analysis | 34. Program Evaluation |
| 14. Financial Management | 35. Program/Project Management |
| 15. Foreign Policy | 36. Public Administration |
| 16. General Accounting Practices | 37. Science |
| 17. Health Information Technology | 38. Social Policy |
| 18. Health Policy | 39. Strategic Planning |
| 19. Healthcare/Medical | 40. Systems Architecture/Redesign |
| 20. Human-Centered Design | 41. Workforce Planning/Analysis |
| 21. Human Resources Management | |

③ LIST OF LANGUAGES: Applicants are asked to optionally select those languages that are applicable (e.g., proficiently speak, write, and/or read) and supported in their resume. The list is in alphabetical order.

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| 1. American Sign | 9. Indonesian | 17. Russian |
| 2. Arabic | 10. Italian | 18. Spanish |
| 3. Chinese | 11. Japanese | 19. Swahili |
| 4. Dutch | 12. Korean | 20. Thai |
| 5. French | 13. Persian | 21. Vietnamese |
| 6. German | 14. Polish | 22. Other |
| 7. Hebrew | 15. Portuguese | |
| 8. Hindi | 16. Romanian | |