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/or other), ② a list of additional skills, and ③ a list of languages. New or revised entries appear in **bold italics**. These lists are subject to change.

### ① LIST OF DEGREES:
This list 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; some disciplines are grouped.

<table>
<thead>
<tr>
<th>No.</th>
<th>Degree</th>
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<th>Degree</th>
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<th>Degree</th>
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<td>Contracting/Procurement</td>
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<td>Diplomacy</td>
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<td>International Development</td>
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<td>Languages/Linguistics</td>
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<td>Biohazardous Threats/ Emerging Diseases</td>
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<td>Epidemiology</td>
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<td>Law (JD or other law degree)</td>
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<td>Film and TV Production</td>
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<td>Food Science</td>
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<td>Marketing</td>
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<td>Forestry</td>
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<td>Gender Studies</td>
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<td>Geology/Geological Engineering</td>
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<td>Meteorology</td>
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<td>Geophysics</td>
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<td>Microbiology</td>
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<td>Geospatial Analysis/Geographic Information Systems</td>
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<td>Conflict Analysis/Resolution</td>
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<td>Health Insurance/Insurance and Risk Management</td>
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<td>Non-Profit Management/</td>
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<td>Nursing</td>
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</table>
109. Nutrition/Nutritional Biology
110. Oceanography
111. Other Subject Areas (as specified in resume)
112. Parks/Recreation/Tourism
113. Petroleum Engineering
114. Pharmacology/Pharmacy
115. Philosophy/Ethics
116. Physical Sciences
117. Physics
118. Policy Analysis
119. Political Science
120. Population Biology
121. Project Management
122. Psychology
123. Public Administration/Management
124. Public Affairs
125. Public Health
126. Public Policy
127. Real Estate/Building Management
128. Religion
129. Research Psychology
130. Resource Economics
131. Science and Technology Policy
132. Security/Intelligence Studies
133. Social Studies
134. Social Work
135. Sociology
136. Statistics
137. Structural Engineering
138. Supply Chain Management
139. Systems Engineering
140. Telecommunications
141. Toxicology
142. Urban/Regional Administration/Management
143. Veterinary Medicine
144. Writing/Editor

**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.

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

**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.

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