

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.

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| 1. Accounting/Finance/Budget | 38. Criminal Justice | 77. Human Resources Development/Policy |
| 2. Acquisitions/Contracts/Grants | 39. Culinary Science | 78. Human Rights |
| 3. Administration/Management Process | 40. Cybersecurity-Related | 79. Human/Labor Relations |
| 4. Aeronautical/Astronautical Engineering | 41. Data Science/Analytics | 80. Humanities |
| 5. Aeronautics/Astronautics | 42. Defense/Terrorism | 81. Hydrology |
| 6. Aerospace Engineering | 43. <i>Dentistry</i> | 82. Individual/Group/Organizational Theory and Dynamics |
| 7. Agricultural Science | 44. <i>Design</i> | 83. Industrial Engineering |
| 8. Animal Sciences | 45. <i>Digital Media</i> | 84. Information Systems Management |
| 9. Anthropology | 46. Diplomacy | 85. <i>International Affairs/ Relations</i> |
| 10. Architecture | 47. Earth and Planetary Science | 86. <i>International Development</i> |
| 11. Archives/Records Management | 48. Ecology | 87. <i>International Economics/ Trade</i> |
| 12. Area Studies (African) | 49. Economics | 88. Journalism |
| 13. Area Studies (Asian) | 50. Education | 89. Justice Administration |
| 14. Area Studies (European) | 51. Electrical/Electronics Engineering | 90. Languages/Linguistics |
| 15. Area Studies (Latin American) | 52. Emergency Management | 91. Law (JD or other law degree) |
| 16. Area Studies (Middle Eastern) | 53. Energy/Earth Resources | 92. Liberal Arts |
| 17. Area Studies (Other; as specified in resume) | 54. Engineering (Other) | 93. Library Sciences |
| 18. Area Studies (Russian) | 55. Environmental Engineering | 94. Marketing |
| 19. Astronomy/Space Science | 56. Environmental Policy/Studies | 95. Materials/Structural Engineering |
| 20. Astrophysics | 57. Environmental Sciences/Natural Resources | 96. Mathematics |
| 21. Behavioral Science | 58. Epidemiology | 97. Mechanical Engineering |
| 22. Biohazardous Threats/Emerging Diseases | 59. Film and TV Production | 98. Medicine |
| 23. Biology/Biological Sciences | 60. Fine Arts | 99. Meteorology |
| 24. Biomedical Engineering | 61. Food Science | 100. Microbiology |
| 25. Biostatistics | 62. Forestry | 101. Museum Studies |
| 26. Business Management/Administration | 63. Gender Studies | 102. Music |
| 27. Chemical Engineering | 64. <i>Genetics</i> | 103. Nanotechnology |
| 28. Chemistry | 65. Geography | 104. Neurosciences |
| 29. Civil Engineering | 66. Geology/Geological Engineering | 105. Non-Profit Management/Organizations |
| 30. Climate and Society | 67. Geophysics | 106. Nuclear Engineering |
| 31. Communications | 68. Geospatial Analysis/Geographic Information Systems | 107. Nursing |
| 32. Community/Regional Planning/Development | 69. Government | 108. Nutrition/Nutritional Biology |
| 33. Comparative Politics | 70. Health Administration | 109. Oceanography |
| 34. Computer Engineering | 71. Health Insurance/Insurance and Risk Management | 110. Other Subject Areas (as specified in resume) |
| 35. Computer Science | 72. Health Sciences | 111. Parks/Recreation/Tourism |
| 36. Conflict Analysis/Resolution | 73. Historic Preservation | 112. Petroleum Engineering |
| 37. Contracting/Procurement | 74. History/Archeology | |
| | 75. Horticulture | |
| | 76. Hospitality Management | |

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| 113. Pharmacology/Pharmacy | 124. Public Health | 135. Statistics |
| 114. Philosophy/Ethics | 125. Public Policy | 136. Structural Engineering |
| 115. Physical Sciences | 126. Real Estate/Building Management | 137. Supply Chain Management |
| 116. Physics | 127. Religion | 138. Systems Engineering |
| 117. Policy Analysis | 128. Research Psychology | 139. Telecommunications |
| 118. Political Science | 129. Resource Economics | 140. Toxicology |
| 119. Population Biology | 130. Science and Technology Policy | 141. Urban/Regional Administration/Management |
| 120. Project Management | 131. Security/Intelligence Studies | 142. Veterinary Medicine |
| 121. Psychology | 132. Social Studies | 143. Writing/Editor |
| 122. Public Administration/Management | 133. Social Work | |
| 123. Public Affairs | 134. Sociology | |

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.

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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.

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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 | |