

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. 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; review all degrees as some are grouped. Any new or revised degrees appear in **bold italics** as of the date showing in the footer.

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

106. Nursing	119. Project Management	130. Security/Intelligence Studies
107. Nutrition/Nutritional Biology	120. Psychology	131. Social Studies
108. Oceanography	121. Public Administration	132. Social Work
109. Other Subject Areas (as specified in resume)	/Management	133. Sociology
110. Parks/Recreation/Tourism	122. Public Affairs	134. Statistics
111. Petroleum Engineering	123. Public Health	135. Structural Engineering
112. Pharmacology/Pharmacy	124. Public Policy	136. Supply Chain Management
113. Philosophy/Ethics	125. Real Estate/Building Management	137. Systems Engineering
114. Physical Sciences	126. Religion	138. Telecommunications
115. Physics	127. Research Psychology	139. Toxicology
116. Policy Analysis	128. Resource Economics	140. Urban/Regional Administration/Management
117. Political Science	129. Science and Technology Policy	141. Veterinary Medicine
118. Population Biology		142. Writing/Editor

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. Any new or revised entries appear in **bold italics** as of the date showing in the footer.

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| 1. Acquisitions | 24. Law Enforcement |
| 2. Analytical Skills | 25. Leadership and Management |
| 3. Biomedical Science | 26. Logistics |
| 4. Budget Analysis | 27. Mathematics |
| 5. Capital Asset Management | 28. Operations Research/Analysis |
| 6. Collaboration Skills | 29. Performance Management |
| 7. Communications | 30. Policy Analysis |
| 8. Contracting/Procurement | 31. Problem Solving |
| 9. Critical Thinking | 32. Process Improvement |
| 10. Current Security Clearance | 33. Program Analysis |
| 11. Data Analytics | 34. Program Evaluation |
| 12. Engineering | 35. Program Management |
| 13. Financial Analysis | 36. Project Management |
| 14. Financial Management | 37. Public Administration |
| 15. Foreign Policy | 38. Science |
| 16. General Accounting Practices | 39. Social Policy |
| 17. Health Information Technology | 40. Social Work |
| 18. Health Policy | 41. Strategic Planning |
| 19. Healthcare/Medical | 42. Systems Architecture/Redesign |
| 20. Human-Centered Design | 43. Trade |
| 21. Human Resources Management | 44. Website Development |
| 22. Information Systems Security | 45. Workforce Planning/Analysis |
| 23. Information Technology | |

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

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