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.

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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.

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

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

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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.

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

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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.

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