

Presidential Management Fellows Program

"The purpose of the Program is to attract to the Federal service outstanding men and women from a variety of academic disciplines and career paths who have a clear interest in, and commitment to, excellence in the leadership and management of public policies and programs."

<https://www.pmf.opm.gov/>

The PMF Program, administered by the U.S. Office of Personnel Management (OPM), is the Federal Government's cornerstone succession planning program to help agencies meet their critical need for leadership continuity.

Since 1977, the PMF Program has helped Federal agencies meet their workforce and succession planning needs by attracting outstanding master's, law, and doctoral-level students to Federal service. On November 21, 2003, President George W. Bush signed Executive Order 13318, "modernizing" the Presidential Management Intern (PMI) Program, in keeping with his emphasis on the strategic management of the Federal Government's human capital. With this Executive Order, the name was changed to the Presidential Management Fellows (PMF) Program to better reflect its high standards, rigor, and prestige. Students can use this two-year fellowship as a stepping stone to highly visible and respected leadership positions in the Federal Government.

This rigorous two-year paid fellowship includes:

- Formal classroom training of 160 hours,
- Mandatory four to six month developmental assignment,
- Optional rotations of one to six months in duration,
- Challenging work assignments,
- Potential for accelerated promotions, and
- Opportunities to network with other future leaders.

More than 80 Federal agencies currently partner with the PMF Program Office to hire Fellows annually. Fellows engage in solving domestic and international issues including, but not limited to:

- Public Administration,
- Foreign Policy,
- Technology,
- Science,
- Criminal Justice,
- Health, and
- Financial Management.

Once a finalist is appointed as a Presidential Management Fellow, the OPM regulations outline the requirements for successful completion of the two year fellowship. To successfully complete the PMF Program and convert to a permanent Federal position, during the two-year fellowship, a Fellow must receive:

- An agency-approved Individual Development Plan (IDP);
- A minimum of 80 hours of formal classroom training each year of the fellowship, for a total of 160 hours;
- At least one developmental assignment of four to six months in duration;
- A performance plan and annual review; and,
- A certification of successful completion of the program by the appointing agency's Executive Resources Board (ERB), or equivalent, at the end of the fellowship.

The PMF selection process consists of four parts:

1. Application
2. Nomination
3. Assessment and Finalist Selection
4. Agency Placement as a Fellow

Application:

The PMF Program solicits students annually. Deadlines are listed in the "How to Apply" section, under "Timelines"; but may be subject to change. Eligible applicants apply to the PMF Program via a vacancy announcement on USAJOBS (www.USAJOBS.gov) or via a link on the "PMF Application" webpage once activated. Eligible applicants will be required to link a resume and complete a qualifications questionnaire during the application process. Applicants claiming veterans' preference will also need to provide supporting documentation.

Eligibility

Students who will meet all graduate degree requirements, including any thesis or dissertation if so required by the applicant's college or university, between September 1, 2008 through August 31, 2009, are eligible to apply in the Fall of 2008, for the PMF Class of 2009.

Graduate students from all academic disciplines who expect to complete an advanced degree (master's, law, or doctoral-level degree) from a qualifying college or university during the current academic year are eligible to be nominated by their schools if they demonstrate the following:

breadth and quality of accomplishments,
capacity for leadership, and
a commitment to excellence in the leadership and management of public policies and programs.

A qualifying college or university is an academic institution that meets the requirements as stated in the "General Policies and Instructions" section of OPM's "Operating Manual: Qualification Standards for General Schedule Positions", under "Educational and Training Provisions or Requirements". The Operating Manual is available on OPM's website at www.opm.gov/qualifications. Generally, the institution must be accredited by an accrediting body recognized by the Secretary of the U.S. Department of Education or must have acquired "pre-accreditation" or "candidate for accreditation status" that is recognized by the Secretary of the U.S. Department of Education.

Applicants who have previously applied to the PMF Program must contact the PMF Program Office at PMFApplication@opm.gov to determine eligibility. Generally, applicants are permitted to apply and participate in the PMF nomination and selection process only once per graduate degree.

HOW TO APPLY FOR THE PMF CLASS OF 2009:

Timelines (all deadlines are 11:59:59 p.m., Eastern Time, on or about the date show, and/or subject to change)

DATE:	DESCRIPTION:
Wednesday, October 1, 2008	- Application for the PMF Class of 2009 opens via a vacancy announcement (Vacancy Identification Number: AN200699) on USAJOBS or as a link under the "How to Apply\PMF Application" section of this website - First day Nomination Officials may fax nominations
Wednesday, October 15, 2008	- Application for the PMF Class of 2009 closes
Friday, October 31, 2008	- Deadline for Nomination Officials to fax nominations - Deadline for applicants to submit supporting documentation for any claims for veterans' preference and/or Indian preference
Late November 2008	- Applicants officially notified of eligibility and nomination status - Nominees notified of assessment date/time/location
January/February 2009	- Assessments conducted nationwide
Late February/Early March 2009	- Nominees notified of finalist status
Late March 2009	- PMF Class of 2009 Finalists' Job Fair (Washington, DC, metro area)

Application to the PMF Program is conducted annually. This *Overview* is generally applicable to all; however, information on this page is subject to change.