



# CBP Pathways Programs

The Federal government's new and improved programs for Interns, Recent Graduates, and Presidential Management Fellows

## Presidential Management Fellows Program Fact Sheet

### Introduction

The Presidential Management Fellows (PMF) Program is a flagship leadership development program at the entry-level for advanced degree candidates. Created more than three decades ago, the Program attracts and selects from among the best candidates and is designed to develop a cadre of potential Federal Government leaders. Here are some key provisions of the PMF Program:

### Eligibility

- Individuals who have completed within the past two years, a qualifying advanced degree (e.g., masters or professional degree).
- An individual may apply for the PMF Program more than once as long as he or she meets the eligibility criteria. However, if an individual becomes a Finalist and subsequently applies for the PMF Program during the next open announcement, the individual will forfeit his or her status as a Finalist.

### Program Administration

- The PMF Program is centrally administered by the PMF Program Office within OPM.
- OPM announces the opportunity to apply for the PMF Program (usually in the late summer or early fall).
- Applicants go through a rigorous assessment process to determine Finalists.
- OPM selects Finalists based on an evaluation of each candidate's experience and accomplishments according to his or her application and results of the assessments.
- OPM publishes and provides agencies with the list of Finalists.
- Agencies provide OPM with information about their PMF opportunities and can post PMF appointment opportunities for those who are Finalists on the PMF website year-round. In addition, a job fair is typically held for Finalists each year.
- Finalists who obtain an appointment as a PMF serve in a two-year excepted service position.
- OPM's new assessment process produces Finalists for agency selection and appointment to the GS-09, GS-11, or GS-12 grade levels.

### Training and Development

- The PMF Program Office provides newly hired PMFs an opportunity to participate in its Orientation and Training Program.
- Mentorship with a managerial employee throughout the Program.
- Individual Development Plan (IDP) to create and track a PMF's career planning, professional development, and training.
- One developmental assignment consistent with the IDP.
- Two rotational assignments; one, 4-6 month developmental and another, 1-6 months in a different area (component) of DHS.
- At least 80 hours of formal, interactive training each year of the Program, for a total of 160 hours.
- PMFs are placed on a performance plan and must obtain a successful rating each year.

### After Program Completion

- After successful Program completion and job performance, the PMF may be converted to a permanent position (or, in some limited circumstances a term appointment lasting 1-4 years) in the competitive service.



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