



PROGRAM REDESIGN INITIATIVES AND 2017 RECRUITMENT CYCLE

BACKGROUND

The Presidential Management Fellows (PMF) Program is the Federal Government's flagship leadership development program. It was created almost forty years ago to attract and select top graduates holding advanced degrees from accredited institutions with a desire to become public servants. Interested graduates undergo a rigorous application and assessment process that measures leadership ability and potential.

Each fall, the program solicits qualifying applicants to apply through the application and assessment process, which is advertised via a Job Opportunity Announcement on USAJOBS (www.USAJOBS.gov). In advance of the application launch, the PMF Program Office will host its annual meeting with academic institutions to provide updates for this year's recruitment cycle and work closely with the agencies to ensure alignment with agency hiring priorities. The annual academia meeting will be held via an on-line webinar.

Once Finalists obtain appointments, PMFs are assigned to work in broad areas including public policy and administration, domestic and international issues, information technology, acquisition, human resources, engineering, health and medical sciences, financial management, and other diverse occupations in public service to include Science, Technology, Engineering, Arts, and Math positions (STEAM), cybersecurity, and privacy related fields. In addition, they are provided leadership development and training opportunities throughout the two years of the fellowship.

PROGRAM REDESIGN INITIATIVES

Building on its history as a prestigious leadership pipeline, the PMF Program is currently working to expand its ability to attract the most qualified potential leaders for government. New strategies have been put in place to:

- Engage agencies early in the process to support their leadership succession planning needs,
- Assure an objective, rigorous, and credible assessment process, and
- Deliver a high-quality leadership development program.

Specifically, the program has started a new workforce planning effort with agencies to target disciplines and functional areas. This information will be used to create strategic recruitment efforts in collaboration with academic institutions and other key partners to ensure PMF opportunities are reaching the most qualified candidates. For the upcoming PMF Class of 2017 recruitment cycle, agencies are looking to recruit for a variety of occupations such as Architects, Auditors, Biologists, Contract Specialists, Cyber Security Experts, Economists, Emergency Management Specialists, Engineers, Financial Professionals, Human Resources Professionals, IT Specialists, Management & Program Analysts, Medical Professionals, Privacy Specialists, Scientists, and Statisticians.

The 2017 PMF application and assessment process has been streamlined to provide a seamless and efficient experience for the applicants. It significantly reduces the cycle time from when applicants

apply to when they are notified of their status. This will, in turn, allow agencies to interview and make job offers sooner. The PMF TAS (Talent Acquisition System) is also being updated to provide a better experience and more capabilities for Agency PMF Coordinators and Hiring Officials and will become the PMF TMS (Talent Management System).

Starting with the PMF Class of 2017, we are developing new training and developmental opportunities for Fellows and our stakeholders. The PMF Program Office will re-institute the multi-day orientation and training for Fellows, help facilitate part-time work on cross-agency priority goals with interested Fellows, and initiate nominations for the PMF Program Awards to recognize outstanding Fellows, Agency PMF Coordinators, Hiring Officials, and other program stakeholders.

2017 RECRUITMENT CYCLE

Due to upcoming system and program upgrades to the PMF Program, the 2017 recruitment cycle will start no earlier than mid-November 2016 with the following tentative schedule:

- Two Weeks Prior to Application— Annual Academia Meeting
- End of October—Agency PMF Coordinators Meeting
- Second half of November—Application Open Period
- End of January—Selection of 2017 Finalists and Stakeholders Notified
- Late-January—Highlight Agency Webinars (with participating agencies)
- Mid-February—Agencies Hiring/Interviewing Events

NOTE: The 2017 recruitment cycle timeline is subject to change. Please monitor the “Become a PMF\2017 Application” and “News & Events” sections on the PMF Program’s website at www.pmf.gov for updates.

STAY INFORMED

To be notified when the PMF Class of 2017 application launches, and future program updates, you can subscribe to the PMF LISTSERV from the “Stay Informed” section on our homepage at www.pmf.gov.