

APPLICATION CRITERIA

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 any other), ② a list of additional skills, and ③ a list of languages. Any new or revised entries appear in **bold italics** as of the date stamp in the footer. These lists are subject to change.

① **LIST OF DEGREES:** This list shows what disciplines are available in our database in alphabetical order, 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; if not, then choose “Other Subject Areas”. There are over 155 choices.

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

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| 109. Museum Studies | 125. Philosophy/Ethics | 142. Science (Other) |
| 110. Music | 126. Physical Sciences | 143. Security/Intelligence Studies |
| 111. Nanotechnology | 127. Physics | 144. Social Studies |
| 112. Neurosciences | 128. Policy Analysis | 145. Social Work |
| 113. Non-Profit Management/
Organizations | 129. Political Science | 146. Sociology |
| 114. Nuclear Engineering | 130. Population Biology | 147. Sports |
| 115. Nursing | 131. Project Management | 148. Statistics |
| 116. Nutrition/Nutritional Biology | 132. Psychology/Counseling | 149. Structural Engineering |
| 117. Occupational Safety and Health | 133. Public Administration/ Management | 150. Supply Chain Management |
| 118. Oceanography | 134. Public Affairs | 151. Systems Engineering |
| 119. Organizational Behavior | 135. Public/ <i>Global</i> Health/ <i>Policy</i> | 152. Telecommunications |
| 120. Other Subject Areas | 136. Public Policy | 153. Toxicology |
| 121. Paralegal Studies | 137. Real Estate/Building Management | 154. Urban/Regional Administration/
Management |
| 122. Parks/Recreation/Tourism | 138. Religion/ <i>Theology</i> | 155. Veterinary Medicine |
| 123. Petroleum Engineering | 139. Research Psychology | 156. Writing/Editor |
| 124. Pharmacology/Pharmacy | 140. Resource Economics | |
| | 141. Science and Technology Policy | |

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. The list is in alphabetical order. There are over 40 to choose from.

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

③ **LIST OF LANGUAGES:** Applicants are asked to optionally select those languages they are proficient in speaking, writing, and/or reading (other than English) and supported in their resume. The list is in alphabetical order. There are over 20 options.

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| 1. American Sign | 7. Hebrew | 13. Persian | 19. Swahili |
| 2. Arabic | 8. Hindi | 14. Polish | 20. Thai |
| 3. Chinese | 9. Indonesian | 15. Portuguese | 21. Vietnamese |
| 4. Dutch | 10. Italian | 16. Romanian | 22. Other |
| 5. French | 11. Japanese | 17. Russian | |
| 6. German | 12. Korean | 18. Spanish | |