

## Eligibility

- Individuals must have completed a qualifying advanced degree within the two-year period preceding the PMF Program announcement issued by OPM
- Students currently attending a qualified educational institution expecting to complete the advanced degree by August 31st of the academic year in which the competition is held.

## Appointment of Fellows

- Fellows will be appointed at the GS-9 or GS-11 level depending on the Agency's need and candidates education and specialized experience as described in OPM's qualification standards for positions at each grade level.
- Can have career ladder extending to GS-14
- PMF positions can be reclassified upwards without any need of competition.



## USAID MISSION

We partner to end extreme poverty and to promote resilient, democratic societies while advancing our security and prosperity.

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# USAID PRESIDENTIAL MANAGEMENT FELLOWS PROGRAM





# WHAT IS PMF

Bearing the Presidential moniker, the **PMF Program** is a flagship leadership development program at the entry level for advanced degree candidates. It was created more than three decades ago by Executive Order and has gone through many changes over the years. The Program attracts and selects the best candidates possible, but is really designed with a more narrow focus— developing a cadre of potential government leaders. It provides some sustenance during the first years of employment and encourages development of leadership capabilities. The PMF Program inculcates a lasting bond as well as a spirit of public service, ultimately encouraging and leading to a career in the government.



## Promotions

- Fellows who meet Agency requirements for performance at the next higher level in their career ladder can be non-competitively promoted to the higher grade up to GS-13.
- PMF's who are in a career ladder positions that extend to GS-14 can be promoted above the GS-13 level only after they have converted to the permanent position and have served the required time-in-grade.
- PMF's in positions that do not exceed GS-13 must compete for promotion in accordance with the Agency's Merit Staffing Program.

## Training

- Training is a fundamental requirement.
- At least 80 hours of formal interactive training each year is required.
- PMF's are encouraged to participate in other trainings which can count towards the 80 hours required.

## Rotations

- Rotations are an integral part of the PMF experience and essential in the development of well-rounded and versatile employees.
- Rotational assignments are used to allow Fellows to gain a broader perspective of the Executive branch of the Federal government.



- Rotations provide an opportunity to gain management experience, work in specific occupational fields or learn about a program function from another perspective.
- The developmental assignment is an assignment outside the home office lasting at least 4 consecutive months in a functional area related to the fellows target position.
- Developmental assignments must be fulltime with management or technical responsibilities consistent with the fellows Individual Learning & Training Program (ILTP).