**What is the PMF Program?**

The PMF Program is designed to attract outstanding students at the masters and doctoral degree level to the Federal sector from a wide variety of disciplines that are interested in and committed to a career with the Federal government. The Office of Personnel Management (OPM) manages this rigorous two-year program.

**Why Should I Consider Hiring a PMF?**

The PMF Program is one of the few direct hire authorities that managers can use to bring someone onboard quickly. Hiring a PMF can help you populate your organization with quality employees who are pre-screened for high potential, and provide a mechanism to fill vacancies at entry level positions. If you need an individual with leadership abilities and outstanding skills in analytical thinking, government programs and policies, oral communication and interpersonal/team relations, the PMF Program is a great resource!

**Is there a Cost involved for Hiring a PMF?**

There is a fee required by OPM to participate in the program. That fee was increased this year to $6000 per Fellow, payable by the hiring office within 30 days of the start date.

**What is the Promotion Schedule for PMFs?**

The PMFs are initially appointed at the GS-9 step 1 level. Upon successful completion of the first year of the fellowship, PMFs may be promoted to the GS-11 level. Upon successful completion of the two-year fellowship, PMFs are eligible to be non-competitively converted to permanent positions (career or career-conditional) in the Federal service at the target level of their entry position if it goes beyond the GS-11 level or they may be placed on a new position with more promotion potential.

**Are there Mandatory Training and Rotational Assignments for PMFs?**

- 80 hours of mandatory training each year of the fellowship.
- At least 2 mandatory rotational assignments – one each at 120 days and 30 days minimum

**Where Can I Go for More Information on the PMF Program?**

Managers interested in participating in this program should contact the NOAA PMF Program Coordinators, whose contact information is listed below. You may refer to the following website [http://www.wfm.noaa.gov/pmf/pmf_managers.html](http://www.wfm.noaa.gov/pmf/pmf_managers.html) for more information on the program.

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<tr>
<th>Theodoris Corbett</th>
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<tbody>
<tr>
<td>NOAA PMF Program Coordinator for Recruitment and Placement</td>
<td>NOAA PMF Program Coordinator for Training and Development</td>
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