



U.S. Customs and
Border Protection

Pathways Programs

PRESIDENTIAL MANAGEMENT FELLOWS PROGRAM FACT SHEET

INTRODUCTION

The Presidential Management Fellows (PMF) program is a leadership development program for advanced degree candidates desiring an entry-level position in the Federal Government.

ELIGIBILITY

- Individuals who have completed a qualifying advanced degree (e.g., masters or professional degree) within the past two years
- An individual may apply as a PMF more than once as long as they meet the eligibility criteria

PROGRAM ADMINISTRATION

- The PMF program is administered by the Office of Personnel Management (OPM). OPM announces the opportunity to apply for the PMF program generally in the late summer or early fall
- OPM publishes and provides Federal agencies with a 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

- Opportunity to participate in PMF program office's orientation and training program
- Mentorship with a managerial employee throughout the program
- Individual Development Plan to create and track a PMF's career planning, professional development, and training
- Two rotational assignments; one 4-6 month developmental assignment related to the target position, and another 30-90 day rotation outside of your home office but within the Department of Homeland Security
- 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 completion of the PMF program and job performance, the PMF may be converted to a permanent position.

For more information about employment opportunities, visit CBP.GOV/CAREERS or e-mail CBPPathwaysPrograms@cbp.dhs.gov.

Must be a U.S. Citizen to apply.