



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

Wednesday, November 12, 2008

MEMORANDUM FOR: Chief Human Capital Officers

FROM: Michael W. Hager, Acting Director

Subject: Presidential Management Fellows Hiring Estimates for Fiscal Years 2009 and 2010

The Presidential Management Fellows (PMF) Program, now more than 30 years in operation, is a premier program for leadership development in the Federal Government and serves as a cornerstone of agency succession planning efforts to address pending human capital challenges. The PMF Program attracts outstanding graduate, law, and doctoral-level students from all academic disciplines in top ranked schools across the country and around the world. Each year, more agencies look to the PMF Program as a resource for building their leadership capacity. More than 400 PMFs enter the Federal leadership pipeline every year, and the quality of the candidates, as rated by the agencies, remains exceptionally high.

OPM is currently developing a Governmentwide recruitment plan and hiring projections for the PMF Program. To assist in this endeavor, OPM is requesting your agency's PMF hiring needs for fiscal year 2009 and preliminary planning estimates for fiscal year 2010. Your input will be a factor in determining the number of finalists selected for 2009. When compiling your projections, please notify us of any preferred graduate degree programs you would like targeted by the PMF Program. Please forward your PMF hiring estimates and preferred graduate degree programs to the PMF Program Office, at pmf@opm.gov or via fax at 202-606-3040, **no later than Friday, November 21, 2008**.

In creating and implementing your agency's estimates, we encourage you to engage your hiring managers and your agency PMF Coordinator. Agency PMF Coordinators are a vital link between agencies, hiring managers, Fellows, and OPM's PMF Program Office. OPM works closely with the network of PMF Coordinators to give them the information and tools they need to make hiring Fellows and managing a PMF program in your agency easy and rewarding. A list of current Agency PMF Coordinators can be found on the PMF website at <https://apply.pmf.gov/coordinators.aspx>.

Finally, I want to take this opportunity to remind you Presidential Management Fellows are available for hire year round, providing a constant stream of available talent. In fact, there are more than 300 PMFs available who are eligible for immediate placement with graduate degrees in Business, Finance, Environmental Science, Health Administration, Physical Science, Public Administration and more from top graduate schools such as Georgetown, Yale, Columbia University, Princeton, and Harvard. Your agency PMF Coordinator has access to the list of PMFs currently available. Should you have additional questions about the availability of Fellows

or general program related inquiries, please contact Mr. Eric Brown, PMF Program Manager, at 202-606-1792 or eric.brown@opm.gov. Thank you for your support of the Presidential Management Fellows Program.

cc: Human Resources Directors
Agency PMF Coordinators