

## 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/or other), ② a list of additional skills, and ③ a list of languages. New or revised entries appear in ***bold italics***. These lists are subject to change.

① **LIST OF DEGREES:** This list 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; some disciplines are grouped.

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

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|---|--|---|
| 109. Nutrition/Nutritional Biology                | 122. Psychology                        | 133. Social Studies                           |
| 110. Oceanography                                 | 123. Public Administration /Management | 134. Social Work                              |
| 111. Other Subject Areas (as specified in resume) | 124. Public Affairs                    | 135. Sociology                                |
| 112. Parks/Recreation/Tourism                     | 125. Public Health                     | 136. Statistics                               |
| 113. Petroleum Engineering                        | 126. Public Policy                     | 137. Structural Engineering                   |
| 114. Pharmacology/Pharmacy                        | 127. Real Estate/Building Management   | 138. Supply Chain Management                  |
| 115. Philosophy/Ethics                            | 128. Religion                          | 139. Systems Engineering                      |
| 116. <b>Physical Sciences</b>                     | 129. Research Psychology               | 140. Telecommunications                       |
| 117. Physics                                      | 130. Resource Economics                | 141. Toxicology                               |
| 118. Policy Analysis                              | 131. Science and Technology Policy     | 142. Urban/Regional Administration/Management |
| 119. Political Science                            | 132. Security/Intelligence Studies     | 143. Veterinary Medicine                      |
| 120. Population Biology                           |  | 144. Writing/Editor                           |
| 121. Project Management                           |  |   |

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.

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

③ **LIST OF LANGUAGES:** Applicants are asked to optionally select those languages that are applicable (e.g., proficiently speak, write, and/or read) and supported in their resume.

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