Presidential Management Fellows (PMF) Program

Matt Blazek, Amanda Cundiff, Sara Guiltinan, Rebecca Hammargren, Amy Linn, and Lara Polansky

10/24/12

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
“The purpose of the Program is to attract to the Federal service outstanding men and women from a variety of academic disciplines & career paths who have a clear interest in, and commitment to, excellence in the leadership & management of public policies & programs.”
The PMF Program

- Premier program for leadership development in the Federal civil service
- Provides **two-year Federal Government fellowships** to graduate students from all academic disciplines who expect to complete an advanced degree (master’s, law, or doctoral-level degree)

CISPUS Workshop (Gifford Pinchot NF)
The PMF Program (Continued)

- Formal **classroom training** of 160 hours
- Mandatory four to six month **developmental assignment**
- Optional **rotations** of one to six months in duration

South Lake, Inyo NF (Bishop, CA)
PMF Opportunities

- Two-year, paid, full-time position with **accelerated promotion** potential

- Typical career path:
  - Appointment – GS-9, step 1 (or equivalent)
  - At or before 1-year anniversary – eligible for GS-11
  - Program complete – eligible for GS-12
    - Up to GS-13
Potential Career Fields

- Environmental Sciences
- Renewable Energy
- Natural Resources Management
- Statistics
- Health/Medical Science
- Landscape Architecture
- Information Technology
- Public Policy
- Public Administration
- International Affairs
- Accounting
- Human Resources
- Finance
- Engineering
- Economics
Application Process

- Class of 2013 PMF application period is: **November 5-19, 2012**.

- Applicants complete an online application, link a USAJOBS resume, and complete the online assessment.

- Applicants apply online using USAJOBS at [www.USAJOBS.gov](http://www.USAJOBS.gov).
Application and Nomination Process – Informational Resources

- More information can be found on the “How To Apply” section of the PMF website:

- NEW RESOURCE: Path to PMF – Managing the Application Process:
  - [http://pathtopmf.com/](http://pathtopmf.com/)
OPM Assessment Process

  • Online, untimed assessment at a computer of your choosing (aka, an un-proctored computer test). For the Class of 2013, this assessment must be taken between **November 5-19, 2012**.
  
  Situational Judgment Test (multiple choice)
  - Indicate how you would respond in a given situation
  
  Personality (multiple choice)
  - Respond to questions regarding your training, experience, education, and life history
  
  3 Essays
  - Write 3 short (200-300 word) essays in response to a prompt or target topic

  **Semi-Finalists selected based on un-proctored assessment results**

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  • Semi-Finalists will participate in a day-long assessment consisting of:
    • Individual interview and exercise
    • Group activities
    • Proctored writing exercise
  • Semi-Finalist assessment center locations (multiple dates)
    • Atlanta, GA
    • Miami, FL
    • Chicago, IL
    • Houston, TX
    • Los Angeles, CA
    • Washington, DC
• For the Class of 2013, these assessments will take place January-February 2013.
OPM Assessment Process (cont.)

- Nominees/Semi-Finalists are evaluated on the following critical competencies:
  - Adaptability
  - Integrity
  - Interpersonal Skills
  - Motivation to Serve
  - Oral/Written Communication
  - Problem Solving
  - Team Collaboration

- Finalists selected based on:
  - Each candidate’s experience and accomplishments
  - Results of a rigorous structured assessment process
PMF Placement Process

- Finalists are announced in March 2013 and invited to attend a PMF Job Fair in the spring, attended by participating Federal agencies in Washington D.C.

- Finalists have access to an online PMF Projected Positions System (PPS) to identify agency positions

- Finalists have 12 months from the date they are selected to be appointed to agency positions
## Key Dates*

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Online application and assessment available</td>
<td>November 5, 2012</td>
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<tr>
<td>Students submit online application and assessment</td>
<td>November 19, 2012</td>
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<tr>
<td>Semi-Finalists chosen and invited to second part of assessment process</td>
<td>Mid-December 2012</td>
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<tr>
<td>In-person assessment process conducted</td>
<td>January – February 2013</td>
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<td>Finalists selected and notified via email</td>
<td>March 2013</td>
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<tr>
<td>Job fair</td>
<td>Spring 2013</td>
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<tr>
<td>Agencies hire Finalists</td>
<td>Up to 1 year after selection as Finalist</td>
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* Dates are subject to change. See official PMF website for updated timeline.
Changes to the PMF Program under Pathways

• For the most part, the PMF program is similar except for:
  • Applicants have 2 years to apply for the PMF program after receiving advanced degrees (instead of 1 year)
  • Nomination by the Dean is no longer required—students apply for program directly
  • 80 hours of training per year can be “interactive” instead of “formal classroom”
  • PMFs get matched with a Senior Executive Service (very high level) or equivalent mentor
  • More options for 4-6 month rotation
  • More attention given to non-DC PMFs
  • No mandatory conversion to full-time position after completion of the PMF program
View from the Field: Perspectives from Two Agencies

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
The Forest Service Mission

To sustain the health, diversity, and productivity of the Nation’s forests and grasslands to meet the needs of present and future generations.
"Our PMF cadre are showing up throughout the FS, whether working on the land or in a laboratory - and from planning to policy. They consistently bring a sharp focus to the tasks at hand, with just enough challenge to "conventional wisdom" to bring a new perspective to issues and an enthusiasm that is contagious."

- Dr. Ann Bartuska,
# Forest Service PMFs Diversify the Workforce

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<thead>
<tr>
<th>Small Town</th>
<th>Big City</th>
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<tr>
<td>Generation Y</td>
<td>Millennials</td>
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<tr>
<td>PhDs</td>
<td>JDs</td>
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<tr>
<td>MSs</td>
<td>MLAs</td>
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<tr>
<td>Veterans</td>
<td>Bilingual</td>
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<tr>
<td>Native Americans</td>
<td>Asian Americans</td>
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**UNITED STATES OFFICE OF PERSONNEL MANAGEMENT**
Life as a FS PMF…

Previous Projects:

• Co-authored **Element 10** ("Sustainable Operations") of the national Climate Change Performance Scorecard.

• Spearheaded **Region 5 Utility Bill Clean Up** to more efficiently understand, manage, and monitor utility consumption, which will reduce both our environmental footprint and utility expenditures.

• Led first **comprehensive, Agency-wide greenhouse gas (GHG) inventory** for business operations, per Executive Order 13514 (4-month detail).

Lara Polansky & Tim Williams
Vallejo Earth Day Festival
(Vallejo, CA)
…Extends Far Beyond the Office…

Opportunities Beyond the RO:

• Shasta-Trinity NF Detail
  • Interagency Sustainability Program Review
  • Temporary Workforce Analysis
• Congressional Briefing Conference for PMFs
• Public Information Officer Training
• Presenter at GovEnergy 2011 – Represented the USFS Sustainable Operations Program

Flight Simulator (Wildland Fire Training Center)
…And Presents Unique Opportunities

Trail maintenance on the Superior NF (Duluth, MN)

Fighting wildfire with the Idaho City Hotshots
Becca Hammargren

Natural Resource Specialist, Recreation

- Year One: Natural Resource Specialist, Hood Canal Ranger District, Olympic National Forest (Quilcene, WA)
- Year Two: Assistant Recreation Planner, R6 Regional Office (Portland, OR)
- Short-Term Detail: Strategic Presentations, Budget, and Accountability, Washington Office (Washington, D.C., March-May 12’)
- Long-term Detail: Recreation Program Manager, Sawtooth National Recreation Area (Stanley, ID, May-September 12’)
- Trainings: Congressional Briefing Conference, Interagency Wilderness Stewardship Training, CISPUS
- Conversion: TBD
Amy Linn

Fire and Aviation Management, Washington, DC

- Facilitated national Forest Service Fuels and Fire Ecology Meeting in Denver, CO
- Assisted with revision of national Forest Service policy “Directives”
- Co-chair of FS PMF Recruitment Committee

Flathead National Forest, MT

- Completed 4.5-month detail on the Flathead NF working in wilderness management and special uses
- Co-authored “Needs Assessment and Extent Necessary Determination for Outfitting and Guiding in the Bob Marshall Wilderness Complex”
- Firefighting assignments in WY and MT

Grizzly Bear Monitoring, Spotted Bear Ranger Station
Amanda Cundiff

PMF:
Ecosystem Services Specialist
Washington DC
Responsible for overseeing the safe and environmentally responsible development of traditional and renewable ocean energy and mineral resources on 1.7 billion acres of the U.S. Outer Continental Shelf.
### BOEM Opportunities

#### Programs

- **Oil and Gas**
- **Offshore Renewable Energy**
- **Other Minerals (gold, gravel, sulfur, etc...)**

#### Environmental Analysis and Studies Sections

- Oceanographers
- Biologists:
  - Wildlife
  - Marine Mammal
  - Avian
  - Fisheries
- NEPA Policy Writers
- Env. Protection Specialists
- Meteorologists
- Physical Scientists

#### Resource Evaluation

**Resource & Economic Analysis Sections**

- Geologists
- Geophysicists
- Engineers
- Physical Scientists
- Financial Risk Managers

#### Leasing and Plans

- Renewable Energy Specialists
- Minerals Leasing Specialists
- Legal Technicians
- Program Analysts
- GIS Specialists
BOEM PMF’s

Sara (Solis) Guiltinan (Bren Class of 2010; PMF Class 2010)

- BOEM Pacific Regional Office in Camarillo, California
- Leasing Specialist (Renewable Energy Section, Coastal Marine Spatial Planning Coordinator)
- Short Detail: Channel Islands National Park.
- Long Detail: Office of Renewable Energy Programs, BOEM Headquarters

Matt Blazek (Bren Class of 2012; PMF Class 2012)

- BOEM Regional Office in Anchorage, Alaska
- Program Analyst (Coastal Zone Management and Coastal Marine Spatial Planning Coordinator)
- Short Detail: Office of Secretary of the Interior in coordinating renewable energy infrastructure capacities on the Arctic slope.
- Long Detail: TBD
Critical Bren Skills

• Bridging the science-policy gap
• Ecosystem services
• Conservation planning
• Land management and planning (NEPA, Joint Documents)
• Partnership building
• Stakeholder engagement
• Writing, data analysis, GIS
• Project management
• Presentation skills

Potential wind/solar development area: West Mojave Desert
General PMF Resources

- Presidential Management Fellows Program
  https://www.pmf.gov

- How to Apply

- Information for Academia

- Federal Benefits

- Presidential Management Alumni Group
  http://www.pmag.org
Forest Service Resources

FS PMF Website: [http://www.fs.fed.us/fsjobs/pmf/index.html](http://www.fs.fed.us/fsjobs/pmf/index.html)

**Contact Information:**

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Biological Scientist  
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**Becca Hammargren (PMF 2011)**  
Natural Resource Specialist  
Phone: (503) 808-2444  
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**Amanda Cundiff (PMF 2006)**  
Regional Partnerships Liaison  
Phone: (707) 562-9007  
Email: acundiff@fs.fed.us
BOEM PMF Resources

BOEM Jobs Website:
http://www.boem.gov/Employment/

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<thead>
<tr>
<th>Sara Solis</th>
<th>Matt Blazek</th>
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<tbody>
<tr>
<td>Leasing Specialist,</td>
<td>Program Analyst,</td>
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<td>Bureau of Ocean Energy</td>
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<td>Management</td>
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<td>PMF Class of 2010</td>
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<tr>
<th>Jaron Ming</th>
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<td>Regional Director,</td>
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<td>Bureau of Safety and</td>
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