

# Presidential Management Fellows Program

## Frequently Asked Questions



*Fellows in the Presidential Management Fellows (PMF) Program at CDC regularly participate in interactive training in leadership, management, policy, and other topics. (Stock image)*

The Presidential Management Fellows (PMF) program is a flagship leadership development program at the entry-level for advanced degree candidates. The two-year program attracts and selects from the best candidates and is designed to develop a cadre of potential federal government leaders.

This frequently asked questions document is designed to address common inquiries we have received about the PMF program at CDC.

### **What distinguishes the PMF program at CDC from PMF programs at other federal government agencies?**

The PMF program at CDC offers a unique opportunity for fellows to gain public health leadership experience by working with senior-level public health program managers and directors. CDC PMF program also provide fellows with 40 hours of interactive leadership training per year that count towards the 80 hours of training per year requirement, and conducts evaluations of those trainings. Because of the robust PMF program at the CDC, it has been recognized by the Office of Personnel Management by being awarded the PMF Coordinator of the Year in 2018.

### **What is the structure of the PMF program at CDC?**

The program provides competency-based training and leadership-focused mentoring as fellows develop into public health professionals. Fellows are placed in a “home office” in one of CDC’s centers, institute, or offices and are required to participate in at least one developmental rotation assignment that lasts four to six months. These assignments can either be within CDC or at another federal agency. CDC fellows may participate in an additional assignment rotation to increase their leadership experience. Fellows at the CDC also have the opportunity to give back to the community by participating in the PMF Community Service Day where they volunteer as a group at a non-profit organization of their choice.

### **What training will I receive?**

The training curriculum aligns with a spectrum of public health competencies, interpersonal skills, and performance requirements. The curriculum covers topics such as health policy and public health informatics, and subjects related to communication and leadership. This dynamic combination of training ensures that all PMFs at CDC gain experience in broad areas of leadership and management.

### **What will I gain as a PMF at CDC?**

As part of the PMF program at CDC, you will gain valuable skills in public health leadership and management. You will participate in various skill-building activities, public health seminars, courses, conferences, and other



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trainings aligned with your interests and career goals. You will also have the opportunity to develop and support the implementation of policies, programs, or initiatives that help prevent disease and promote the health of all people.

### **To be a PMF at CDC, do I need experience or courses in public health or science?**

No. The program is open to fellows from diverse educational backgrounds. It provides training and developmental opportunities that prepare fellows for a career in public service.

### **What types of projects will I work on at CDC?**

PMFs work on a variety of assignments. You may have the opportunity to:

- Analyze public health legislation
- Communicate with key collaborators on public health policy and program activities
- Coordinate budget formulation activities
- Create organization-wide reports for internal and external stakeholders
- Develop new initiatives that contribute to the mission of the organization
- Evaluate program activities

### **What types of positions are available for CDC PMFs?**

CDC offers a wide range of policy-based public health leadership and management positions. Previous PMFs have held the following positions:

- Health Policy Analyst
- Public Health Analyst
- Public Health Advisor
- Management and Program Analyst
- Health Communications Specialist
- Epidemiologist
- Health Scientist
- Contract Specialist

### **How will my salary be determined?**

The General Schedule (GS) has 15 grades—GS-1 to GS-15 (highest). Each grade has 10 step rates (steps 1-10) that are each worth approximately 3 percent of the salary. Your incoming GS salary is negotiable based on degree and experience but steps are non-negotiable. The GS-9, Step 1 is the standard salary level for incoming fellows with a master's degree. Some finalists with a doctoral degree or extensive public health work experience may qualify for the GS-11, Step 1 salary if they meet the Office of Personnel Management (OPM) qualifications. For salary information, visit the OPM website at <https://www.opm.gov/policy-data-oversight/pay-leave/>.

### **What will be my start date if I am chosen as a fellow?**

Start dates vary based on your degree attainment date and availability. Fellows typically start assignments in May, June, or July, but can start as early as March. Fellows should communicate with their host site supervisor and HR to determine an agreed upon start date. All incoming fellows are required to attend CDC's PMF orientation.

### **Does my time in CDC's PMF Program count towards career tenure for retirement and other benefits?**

Yes, this two-year fellowship counts toward the service requirement for career tenure.

If you have more questions about the PMF program at CDC, visit us at [www.cdc.gov/PMF](http://www.cdc.gov/PMF).