

COMMON DFA PROGRAM AND APPLICATION FAQs

1. When will the window be open this year?

This year's application will be open on USAJobs from November 1 through November 28, 2022.

2. Where can I find the application?

The application will be available at this link: <https://www.consumerfinance.gov/careers>

3. Am I eligible?

Applicants must meet four minimum qualifications:

- Be a U.S. citizen or U.S. National
- Have obtained a bachelor's degree on or after April 1, 2020, and before June 2023
- A 3.0 GPA or higher
- Completed at least five quantitative courses

4. What courses fulfill the quantitative course requirement?

Quantitative coursework must be included on the candidate's transcript to count towards fulfilling the requirement. Courses in the following majors will fulfill this requirement: Economics, Statistics, Mathematics, Computer Science, Econometrics, Public Policy, Data Science, Finance and Business. However, courses in other majors also qualify, if they indicate a level of numeric competency and are grounded in quantitative analysis. Examples are math and social science courses (calculus, linear algebra, statistics, quantitative reasoning, research/numerical methods, and quantitative methods in political science, sociology, archaeology, etc.).

5. Are International students able to apply?

The Bureau does not have the ability to offer visa sponsorship for any applicants. Being a U.S. citizenship or national is a minimal qualification for the job.

6. Can Masters students apply?

Applicants with master's degrees are eligible for the position so long as they have received their bachelor's degree on or after April 1, 2020. Veterans' Preference also applies.

7. What documents are required for the application? How do I stand out as an applicant?

A resume, cover letter, transcript (unofficial accepted for application), and vacancy question responses are required documents for the application. Candidates can use their cover letter to explain why they would be a good fit for the program, expanding upon why they want to work for the CFPB, how their background and skills would contribute to their success at the CFPB, and any other relevant skills and experiences from their resume.

8. What does the application process include? How are DFAs selected?

The first step of the process is a review of each application package to ensure candidates meet the four minimum qualifications listed above. Qualified applicants will be invited to complete a

written assessment, a case interview, and a behavioral interview. After the final stage of interviews, DFAs will be selected based on a holistic review of all application materials and performance on the assessment and both interviews. If you have specific questions about the application timeline, please email the DFA program inbox (CFPB_DFA_Program@cfpb.gov). [Learn more about the DFA Program Application process.](#)

9. When does the program start?

We aim to inform applicants who have been selected by the end of March 2023. The new cohort of DFAs are expected to start their jobs around June 20, 2023.

10. Is this position in person? Does it involve relocation or travel?

All DFA positions have a duty station of CFPB Headquarters, which is located in Washington, D.C. Employees will have the option to work a portion of their time remotely from the duty station area. Travel is not common for DFA positions.

11. What is like to be in the DFA program?

DFAs are placed in two, one-year rotations for their time in the DFA program. Once assigned to the rotation, the DFA will support the team to which they are assigned. Here are some testimonials from current DFAs:

“I applied to the DFA Program to join a mission-focused and data driven public service organization. At the CFPB, I’ve been able to apply my public policy and statistics background to projects aimed at addressing inequity in consumer markets.” – MaryAnn Placheril, DFA ‘21

“It’s been a privilege to have the opportunity to work on issues that have such a direct and tangible impact on people every day with colleagues who are passionate about what we do.” – Sarah Ihlenfeld, DFA ‘22

12. How are rotations assigned?

DFAs are assigned to rotations in different divisions across the Bureau via a matching process. Incoming DFAs will have the opportunity to rank division preferences. DFAs are assigned to a specific rotation within a division based on work experience, skill, and division preference. [Learn more about the divisions of the CFPB.](#)

13. What are the compensation and benefits?

DFAs enter the CFPB on the [Pay Band CN-30](#). Average yearly compensation is \$65,000 - \$70,000 (when locally adjusted for Washington, D.C.). DFAs also receive competitive government employee benefits including, but not limited to, access to health, dental, and vision insurance plans and retirement savings plans.

14. Where have DFAs gone after the program?

DFAs have moved on to a variety of opportunities after the program. Many transition to competitive grad school programs, such as JD, MPP/MPA, or MBA programs. Some DFAs will continue their careers in public service, while some accept positions in the private sector.

15. Who can I reach out to if I have more questions?

You can email our program inbox [CFPB DFA Program@cfpb.gov](mailto:CFPB_DFA_Program@cfpb.gov) with any additional questions. You can also sign up for an informational session with a Q&A portion or attend Open House sessions to meet the DFA Program Recruitment Team and ask additional questions. We will be hosting two webinars and two Open House sessions beginning in late October.