

COMMON DFA PROGRAM AND APPLICATION FREQUENTLY ASKED QUESTIONS

1. When will the window be open this year?

This year's application will be open on USAJobs in mid-Fall 2023.

2. Where can I find the job announcement?

Once the job announcement goes live, it will be available at this link:

<https://www.consumerfinance.gov/about-us/careers/current-openings/>

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, 2021, and before June 2024
- 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 may fulfill this requirement: Economics, Statistics, Mathematics, Computer Science, Econometrics, Public Policy, Data Science, Finance and Business. However, courses in other majors also may 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).

5. Are International students able to apply?

As a minimum qualification, applicants must be a U.S. Citizen or U.S. National to apply. The CFPB does not have the ability to offer visa sponsorship for any applicants.

6. Can applicants with a master's apply?

Applicants with master's degrees are eligible to apply for the position so long as they have received their bachelor's degree on or after April 1, 2021. Veterans' Preference also applies.

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

A resume, transcript (unofficial accepted for application), cover letter 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 are 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).

9. When does the program start?

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

10. Where is this position located?

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.

11. What is it like to be part of the DFA program?

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

“I feel extremely grateful to form part of the next generation of young leaders in public policy through the DFA program. As a DFA, I have been able to work alongside experts in consumer financial protection by engaging in challenging and policy-driven work that has enabled me to follow my passion for policies that protect consumers from financial harm.” – Bryanna Ruiz-Fernandez, DFA '22

“I joined the CFPB to engage in meaningful and substantive policy work right after graduation. The DFA program has taught me so much about consumer finance, regulation, and public service!” – Sarah Schwartzberg, DFA '23

12. How are rotations assigned?

DFAs are assigned to rotations in different divisions across the CFPB 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 \$70,000 - \$82,000 (when locally adjusted for Washington, D.C.). DFAs also receive competitive government employee benefits including, but not limited to, access to health, dental, 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?

Email our program inbox at CFPB_DFA_Program@cfpb.gov with additional questions.