Frequently Asked Questions for Fellowship Applications

*Updated March 2022*

**When is the application deadline?**
Applications are due on Sunday, March 20, 2022 at midnight EST.

**Can I apply again if I have applied in the past?**
Yes, candidates can apply again and state this in the corresponding question that is included in the application form.

**Does GPL sponsor visas? Are the Fellowships open to all candidates, regardless of U.S. Work Authorization, or is Lawful Permanent Residence (LPR)/U.S. Citizenship required?**
The GPL fellowship position is not limited to Lawful Permanent Residents/U.S. Citizens—it is also open to international applicants. For candidates who do not have U.S. work permission, the GPL has often been able to hire people with OPT or sponsor them for J1 visas.

**Is a graduate degree required to apply?**
Graduate-level training in public policy, business, law, economics, social work, or related fields, or at least two years of professional work experience is preferred. While preferred, a graduate degree is not a prerequisite. The GPL has had team members without graduate degrees.

**When should I expect to hear back from you?**
Applications are reviewed after the deadline (Mar. 20). Candidates who advance will be invited to first-round interviews typically within three to five weeks of the application deadline.

**What is the format of the interviews?**
Candidates who continue to advance typically complete two rounds of interviews with the GPL. Interviews include both traditional questions that ask about prior experience and case interview questions that offer opportunities to demonstrate their skills. The first and second rounds of interviews involve preparing and discussing an exercise with GPL staff. These interviews are designed to allow applicants to demonstrate skills on a set of problems similar to those GPL team members face in their work. Candidates progressing into first-round interviews without previous experience in case studies may find it helpful to practice completing a few case interviews. Many consulting organizations—including The Bridgespan Group and the Boston Consulting Group—offer example cases and other resources that can be helpful in preparations.

**When is the fellowship start date?**
Candidates should be available to start in July of 2022. If candidates are unable to start working full-time around this date, please note this in the corresponding question included in the application form.
How long does the fellowship last?
GPL fellows are given offers for one year. Historically, most GPL fellows have been offered the opportunity to continue for a second year.

What is the fellowship compensation?
The annual salary is $85,000 plus benefits. Fellows based in the states where Harvard is registered to do business—California, Connecticut, Maine, Maryland, Massachusetts, New Hampshire, New York, Rhode Island, and Vermont—will have their pay and benefits administered through Harvard. Fellows in any other state have their pay and benefits, including medical insurance, administered through Harvard’s payroll service provider AllSourcePPS and will formally be an employee of AllSourcePPS. For the duration of the fellowship, fellows will have a Harvard appointment as a Fellow at the GPL.

What are the possible projects/locations that you’re hiring for?
Possible projects in **Social Services** include the following:

- **Children & Families.** Our Children and Families Practice supports jurisdictions committed to reimagining the way they support children and families, redirecting resources towards prevention investments that help shrink punitive government responses such as child protection investigations and removals.

- **Criminal Justice.** The GPL’s Criminal Justice portfolio aims to address the criminal justice system’s harms by shrinking its footprint through testing, scaling, and spreading interventions that prevent people from entering or deepening contact with the system. To achieve this, our projects focus on upstream community-level interventions like investing in supportive services targeted at those impacted by violence and creating pre-trial interventions that divert individuals out of the criminal justice system by creating pathways to services that address their underlying needs.

- **Opportunity Accelerator.** Opportunity Accelerator (OA) is a national initiative focused on building the capacity of governments to achieve better economic mobility outcomes for residents. OA strategies include diagnosing and remedying service gaps, centering racial equity and community voice in decision-making, implementing performance management approaches that align provider and government goals to meet community needs, and collaborating across sectors to achieve population-level outcome targets.

Possible projects in **Procurement** include the following:

- GPL provides technical assistance to cities across the U.S., Latin America, and Canada through Bloomberg Philanthropies’ What Works Cities initiative, and GPL also supports states and counties in procurement transformation. Our approach enables governments to leverage procurement as a strategic tool in order to achieve better outcomes for residents.

Potential locations include Albuquerque, NM; Alameda County, CA; Atlanta, GA; Baltimore, MD; Boston, MA; Chicago, IL; Cincinnati or Cleveland, OH; Detroit, MI; Durham, NC; Fort Lauderdale, FL; Hartford, CT; Houston, TX (Harris County); Jersey City, NJ; Long Beach, CA;
Los Angeles, CA; Louisville, KY; Memphis, TN; Minneapolis, MN; Mobile, AL; New York City, NY; Olympia, WA; Philadelphia, PA; Phoenix, AZ; Saint Paul, MN; Santa Fe, NM; Seattle, WA; Syracuse, NY; Washington DC; and Remote Position (requires access to a major U.S. airport for occasional travel).

More information on locations will be available during the interview process.

**Do you know what the project is in each of these locations?**
Fellowship sites and the exact project/issue area are still being identified; more about specific project opportunities will be shared as candidates go through the interview process. If offered a fellowship, candidates are offered a specific project.

**Are GPL fellows embedded in governments during the COVID-19 pandemic? Will I still be expected to move and go into the agency office?**
Due to COVID restrictions, many fellows are working remotely and returning to in-person work only as local conditions and case-by-case GPL determinations allow. If fellows initiate their work on an embedded project remotely, they will have at least 30 days’ notice before they are expected to work with the government in person.

**Can I pitch a project/government for GPL to fund me to go do?**
No. The GPL picks governments and projects that best advance our research priorities.

**Are there summer fellowships/internships available at the GPL?**
The GPL is not recruiting summer interns for projects this year. Interested applicants should apply for the full-time fellowship after graduation.

**Are GPL staff required to receive a COVID-19 vaccination?**
See Harvard’s policy [here](#).