



## **Frequently Asked Questions for Fellowship Applications**

*[Updated January 2023]*

### **When is the application deadline?**

The application deadline is Sunday, February 25, 2024, at 11:59 pm ET.

### **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, teaching, 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 (February 25, 2024, at 11:59 pm ET). 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 2024. 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 \$90,000 plus benefits. Fellows based in the states where Harvard is registered to do business—California, Connecticut, Georgia, Illinois, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Vermont, Virginia, and Washington State—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 DZConnex and will formally be an employee of DZConnex. Regardless of the state of residence, successful applicants will receive Harvard appointments as "fellows" 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 & Families practice supports jurisdictions committed to reimagining the way they support children and families, strengthening prevention investments, and shrinking punitive government responses such as child protection investigations and removals. To achieve this, our projects focus on 1) strengthening voluntary, community-based resources for families (e.g., youth mental health and parental substance use services, home visiting programs, cash assistance), 2) connecting families to those resources before a crisis or safety risk emerges, and 3) supporting extended care networks when families are in crisis. We do this by working with a wide variety of government agencies, including public health, child welfare, and early childhood agencies.
- **Criminal Justice.** Our criminal justice portfolio aims to prevent individuals from harmful interaction with the criminal justice system by testing, scaling, and spreading alternative approaches to public safety. To achieve this, our projects focus on upstream interventions such as developing government- and community-led offices of neighborhood safety, conducting qualitative research with residents impacted by violence, sending alternative responder teams to 911 calls, setting up pathways to direct people with mental health needs to service centers instead of jail, testing alternatives to pretrial incarceration such as referrals to supportive services, and reducing punitive conditions for individuals awaiting trial in the community.
- **Homelessness & Housing.** Our Homelessness & Housing practice supports jurisdictions to take a housing first, equity-centered, data-driven, collaborative approach to sustainably reducing homelessness. To achieve this, we work with jurisdictions to build out systems that 1) prevent homelessness by supporting vulnerably housed individuals further upstream, and 2) reduce the amount of time individuals spend unsheltered or in temporary shelter by creating streamlined, client-centered rehousing processes that yield benefits for unhoused individuals, response systems, and housing partners. Our approach includes both projects that support jurisdictions on specific prevention and rehousing interventions as well as direct coaching and training supports for the staff managing homeless response systems.

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

- Our Procurement practice provides technical assistance to cities through the Bloomberg Philanthropies' What Works Cities initiative, and it also supports states and counties in procurement transformation. Our approach enables governments to leverage procurement as a strategic tool to achieve better outcomes for residents. The GPL is currently exploring launching a new procurement excellence nonprofit in July 2024. Applicants who have an interest in procurement may also be considered for roles in the procurement excellence nonprofit.

**Do you know what the project is in each of these locations?**

*Potential locations include:* Alameda County, CA; Chicago, IL; Denver, CO; Detroit or Lansing, MI; Frankfort or Louisville, KY; Jackson, MS; Miami, FL; North Carolina; Portland, Salem, or southern region, OR; Providence, RI; Seattle or Olympia, WA; South Carolina; St. Paul, MN; Washington, D.C.; and remote locations (requires access to major U.S. airports for any travel).

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.

**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](#).