



Frequently Asked Questions for Fellowship Applications

[Updated December 2025]

When is the application deadline?

The application deadline is Sunday, February 23, 2025, 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 [GPL Online 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 23, 2025, 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 2025. 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 \$92,000 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 project areas include the following:

- **Children & Families.** The GPL's [Children & Families policy area](#) supports jurisdictions strengthening supports for children and families, shrinking and reducing the harm of punitive government responses such as child protection investigations and removals. We do this by working with agencies such as public health, human or social service, child welfare, and early childhood. For example, our team has supported jurisdictions to support substance-using caregivers, place more children with relatives when they enter out-of-home care, connect families to home visiting services, and invest in culturally-responsive services to improve outcomes for Black and Native children.
- **Criminal Justice.** The GPL's [Criminal Justice policy area](#) 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.** The GPL's [Homelessness & Housing policy area](#) 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.

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

Potential locations include: Remote (requiring access to major U.S. airports for travel), Oakland/San Francisco Bay Area, and DMV Area (District of Columbia, Maryland, and Virginia), Detroit/Lansing MI, Portland/southern OR, Frankfort/Louisville/Lexington KY, and Columbia SC.

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](#).