



## **Fellow Position**

**Summary:** The Government Performance Lab (GPL) seeks to hire fellows with a passion for improving government performance and solving social problems. Fellows may provide support remotely to one or more jurisdictions or may be placed on-site with a government office or agency that is spearheading a project. To support our policy area goals, fellows work collaboratively with their assigned manager and receive coaching to help them develop their skills to drive projects forward. Fellows function as day-to-day project managers, conducting transformation projects from conceptualization through design and implementation.

Example projects that GPL fellows have conducted include working with governments to launch [alternative 911 emergency response teams](#), supporting the state of Washington to [release an RFP](#) for culturally-responsive pilot programs to reduce the over-representation of Black and Native children in out-of-home care, and [launching an Accelerator](#) to support jurisdictions in reducing homelessness and increasing connections to housing.

The fellow will be a member of the GPL's [Children and Families](#) team and may support efforts including work with government agencies to increase access to public benefits, improve maternal and infant health, strengthen kin-first care, and/or spread and accelerate the uptake of high-impact solutions by government leaders across the country through executive education programming.

### **Required Qualifications**

- Strong project management capabilities—the ability to independently execute project tasks and meet key project deadlines.
- Ability to navigate complex organizations, develop trust and credibility with stakeholders, and build strong relationships among diverse groups.
- At least two years of professional work experience.
- Ability to travel on a monthly basis is required.

### **Preferred Qualifications**

Many kinds of experiences could prepare an individual to thrive in this role. We expect candidates to have many but not necessarily all of the qualifications listed below:

- Passion for improving government performance and solving social problems.
- Self-motivated approach with a learning mindset and an orientation towards results.
- Ability to communicate ideas clearly, efficiently, and with humility both verbally and in writing, including through slide decks, meeting facilitation, memos, delivery of trainings, and public speaking.
- Awareness of and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and orientations.
- Sound analytical skills, with experience analyzing and using both quantitative and qualitative data to generate and communicate insights that drive impact.
- Graduate-level training in public policy, business, law, economics, social work, or related fields.

**Compensation\*:** This role is funded at an annual salary of \$92,000 plus benefits. This position is a term appointment ending one year from date of hire, with the possibility of renewal. The role will receive a Harvard appointment as a Fellow.

**Potential locations:** Flexible. Requires access to a major airport.

**Start date:** Candidates should be available to start by December 1, 2025.

\*Fellows based in the states where Harvard is registered to do business—CA, CT, GA, IL, ME, MD, MA, NH, NJ, NY, RI, VT, VA, and WA—will have their pay and benefits administered through Harvard. Fellows residing in other states will have their pay and benefits, including medical insurance, administered through Harvard's payroll service provider, DZConnex, and will formally be an employee of DZConnex.

**To apply:** Please submit your application using the [GPL Online Application Form](#). If selected for interviews, candidates will be asked to participate in case interviews and submit examples of previous work products.

**Key responsibilities typically include:**

*Project Management*

- Manage and coordinate projects while navigating complex organizational structures, including developing workplans and balancing multiple workstreams across various government entities.
- Develop, introduce, and oversee performance management systems to enable government and service providers to better collaborate on service delivery.

*Communications and Stakeholder Management*

- Conduct interviews and site visits with government officials, community stakeholders, and people with lived experience to help identify service delivery barriers and inform solutions.
- Facilitate meetings, trainings, and workshops to advance project work and build capacity; provide coaching to permanent government staff.
- Brief agency leaders and solicit decisions from them at key project milestones.
- Create memos, presentations, training documents, and solicitations with the aim of making complex information easier to understand.

*Research and Data Analysis*

- Help governments match and analyze administrative data to measure population outcomes, understand cost-effectiveness, and form insights that can improve service delivery.
- Use continuous improvement tools to analyze existing processes and design new processes that enable agencies to better serve constituents.
- Review research literature, government documents, and best practices to inform work.

*Community of Practice*

- Share insights with government collaborators and GPL colleagues to help spread lessons and best practices.
- Contribute to publications including project features and solutions briefs to help share insights externally.

Continuous learning is a key part of the overall fellowship experience. Fellows are part of a community of GPL team members spread across the country dedicated to sharing lessons learned, building organizational expertise, and refining GPL tools, models, and frameworks. Through project work and regular engagement with the broader GPL community, fellows develop substantial policy area expertise, hands-on project management experience, and deeper familiarity with government processes.

**About the Government Performance Lab**

The mission of the [Harvard Kennedy School Government Performance Lab](#) is to accelerate progress on difficult social problems by improving how state and local governments across the country function. Our team collaborates closely with government innovators in developing and testing ways to create more just and effective service systems in areas including child and family wellbeing, criminal justice, homelessness and housing, and procurement. To date, the GPL has engaged with 112 jurisdictions across 38 states and has conducted more than 278 projects shifting more than \$7B in government spending towards results.

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