2017 Foster America Fellowship

The Foster America Fellowship is an opportunity to radically improve the lives of our nation’s most vulnerable children by crafting and implementing innovative solutions to some of the foster care system’s most complex problems. Fellows work full-time at child welfare agency host sites for one year, focused on high impact reform projects to improve outcomes for children, families, and communities affected by child abuse, neglect, trauma, and poverty. Each fellowship is designed to have an immediate and lasting local impact while also informing solutions that can be codified and disseminated broadly. Upon completion of the first year, fellows have the opportunity to extend for an additional year, upon mutual agreement with their host agency.

Foster America fellows receive extensive support and training, positioning them to thrive and grow as social change leaders during the fellowship and beyond, including:

- Cutting-edge training, encompassing results-driven leadership, human-centered design, child welfare context, and more;
- Induction to an influential network of purpose-driven, like-minded professionals including other fellows, Foster America staff, and luminaries in child welfare and other sectors;
- Ongoing coaching, mentoring, and support from their direct supervisor, assigned child welfare mentor, and executive coach;
- Career support for alumni who wish to pursue leadership positions in child welfare and related sectors after they complete the program;
- An annual salary of up to $90,000, plus benefits.

Eligibility Requirements:
- Due to the hiring policies of partner agencies, fellows must have U.S. work authorization.
- Fellows must be able to work full-time for at least one year starting in September 2017.
- Fellows must be able to be geographically based in their city of placement.

Compelling Candidates Will Demonstrate:
- A deep commitment to Foster America’s mission of improving the lives of our nation’s most vulnerable children, families, and communities;
- Successful track record of results-driven impact, with a minimum of 5-10 years of professional experience coupled with an advanced degree (preferred);
- Proven success engaging stakeholders from diverse backgrounds and building coalitions around change initiatives;
- History of engineering innovative solutions to complex problems;
- Flexibility, adaptability, and persistence;
- Collaborative, inclusive, and facilitative leadership approach;
- Exceptional written and verbal communication skills;
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- Strong project management skills, with ability to engage others in advancing an initiative;
- Cultural competence and a self-reflective leadership style, with proven ability to value and work with people from different backgrounds.

Sample Projects
The following projects are examples of how fellows may use their skill sets to address complex challenges within the child welfare system. Exact projects will vary each year. Candidates who advance to the final round of our selection process will have the opportunity to apply to specific projects and locations.

**Keeping Children Safe at Home: Preventing Abuse and Neglect**
Fellows may use their technical and/or analytic skills to build data systems that help agencies predict which children are most likely to be abused, target prevention services to those children, and engage in performance-based contracting with prevention service providers.

Fellows may use their human-centered or program design expertise to develop prevention services that families find engaging and effective in helping them keep their children safe.

**Placing Children with Loving Families: Alleviating Foster Home Shortages**
Fellows may use their marketing and customer service backgrounds to develop systems to attract, support, and retain more high-quality foster and kinship families.

**Consistency of Caseworkers: Enhancing Workforce Quality and Reducing Turnover**
Fellows may leverage skills in organizational leadership and business process change to improve hiring, management, retention, and promotion to increase quality casework.

**Supporting the Whole Child: Collaborating Across Systems**
Fellows with expertise in education, public health, policy, and/or analysis may work to improve communication, share data, and promote collaboration across system silos.

How to Apply
Applications are accepted online, via [www.fosteramerica.fluidreview.com](http://www.fosteramerica.fluidreview.com). Please be sure to review the Application Process + Selection Timeline on the following page for key dates, and a description of what is expected at each round. Please direct any questions to recruit@foster-america.org.
## 2017 Foster America Fellowship

### Application Process + Selection Timeline

<table>
<thead>
<tr>
<th>Round</th>
<th>Description</th>
<th>Details</th>
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<tbody>
<tr>
<td><strong>Round 1:</strong></td>
<td>General Application</td>
<td>General applications will be accepted until May 31, 2017. The application will close at 11:59pm ET. <em>We strive to respond to every general application within two weeks; thank you for your patience with slightly longer response times during high volume periods.</em></td>
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<td><strong>Round 2:</strong></td>
<td>Phone Interview</td>
<td>The most promising candidates will be invited to 30-minute phone interviews with a Foster America staff member starting in early March and concluding in June.</td>
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<td><strong>Round 3:</strong></td>
<td>Essay</td>
<td>Those who pass the phone interview round will submit written responses to some short essay questions.</td>
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<td><strong>Round 4:</strong></td>
<td>Video Interview + Placement Application</td>
<td>One hour video calls will be scheduled with candidates at this stage. Candidates will also apply to specific fellowship projects in particular host sites/cities.</td>
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<td><strong>Round 5:</strong></td>
<td>Selection Day + References</td>
<td>Finalist candidates will be invited to attend a day-long event in Washington, DC, participating in one-on-one interviews, group interviews, and meeting leaders in child welfare as well as staff members of partner agencies. Selection Day will occur Friday, June 30. <em>Travel and lodging will be covered by Foster America. References will be collected and contacted for finalist candidates in advance of Selection Day.</em></td>
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**Become a Foster America Fellow**

Candidates will be notified of Foster America’s decision by August 1. Final offers are contingent upon completion of civil service hiring processes and other host agency requirements, including background checks.

**Pre-Service Training**

Pre-service training will occur in September 2016. Start dates at the host agency are late September/early October.