

Strada Impact—Future Leaders Fellowship

Overview

If you are passionate about diversity and equity, and you believe you are a future leader of the social impact or social entrepreneurship field and you're ready to put that belief to the test, we may have the right opportunity for you—one with leadership accountability on a strategic project, ambiguity, collaboration, complex stakeholder engagement, a not insignificant risk of failure (or at least partial success), and a sector-shifting, career-boosting reward for success—all in a paid, remote/hybrid or in-office (your choice) 12-week part-time or full-time fellowship in fall 2022.

Strada's on a mission to help millions use education, training, and work as tools to live the life of their choosing. We're a passionate, opinionated, fun(ny) team with expertise across a number of fields. But we need to become a more diverse, inclusive, equity-focused team and we hope to become a go-to launchpad for people of all ages and backgrounds to start world-changing careers. We believe that building a best-in-class internship/fellowship program for folx starting a career in social impact is the right next step on our path to becoming a launchpad of choice. Our Future Leaders Fellows will be the core members of a team to build this program.

What You'll Do

Your challenge—and opportunity—would be to join a team with two to four other fellows and some current staff to help create our internship experience as one that centers people of color, immigrant, bilingual, and bicultural individuals; people with disabilities, and members of the LBGQTQIA+ and gender nonconforming communities. With help, this team will chart its own course and deliver a solid plan for a new program. As a team, this will involve some combination of research, synthesis, ideation, project planning, and presentation. But the details of the work and the specific job functions will be developed by the team in consultation with your manager. Some examples of the deliverables will be the development of a comprehensive plan on the new proposed internship program with technical and logistical execution details; development of job descriptions; development of proposed recruitment plan(s); creation of onboarding resources for interns along with a guide for staff to provide overview of expectations, timelines, and resources to act as intern mentors. To do this work you'll also be embedded in our teams and contribute to our existing work and projects in areas such as grantmaking and investment, communications, and research.

What Success Looks Like

Success is ending the 12 weeks with a comprehensive plan for an internship model that is equity-first, inclusive, flexible, intern-centric, and that helps Strada pursue its mission. If you succeed (we think you will), you better believe we'll put your plan into action immediately and we will share the story of its development across our many communications channels (featuring you), connect you to leaders in our networks, recommend more opportunities, and look to the fellows as prominent members of our future talent community and ambassadors for Strada.

Who We're Looking For

You're probably a good fit for this challenge if you're a bold, curious, motivated self-starter, a team player, and passionate about advancing equity. Being able to point to things you've done to support communities underrepresented in the field is a must (so include it on your resume). We seek candidates with two to four years of postsecondary education or equivalent work experience (paid, internship, volunteer, etc.) and would value any experience in areas such as research, communications, product management, or project management. Examples



could include building project timelines, researching a topic for a report, or presenting to peers. Fellows should be currently enrolled in education and/or training to advance their careers. Some knowledge of social impact or postsecondary education is helpful. We're looking for a mix of people as fellows who possess a diverse set of complementary backgrounds, experiences, and skill sets; but excitement to learn (or learn more) about the landscape is essential. If you can rock this role, please apply even if we've missed the mark in this job description!

Diversity, equity, and inclusion are central to Strada's organizational vibrancy, employee experience, and mission. We strongly encourage applicants from people of color/the global majority, immigrant, bilingual, and bicultural individuals; people with disabilities, members of the LBGTQIA+ and gender nonconforming communities; and people with other diverse backgrounds and lived experiences. We believe every member on the team enriches our workplace by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and discover, design, and deliver critical insights and solutions.

You also need to be 18 years of age or older and legally eligible to work in the United States without visa sponsorship (for this specific role), have fluency in English, and have a high school diploma or equivalent. This role requires prolonged periods of working on a computer. Comfort with the Google Suite (Gmail, Slides, Sheets, etc.) and Zoom or similar software platforms is essential.

How We'll Support Your Success

Learning and Development: As a fellow, you'll have both a performance coach and a career mentor. They'll help make sure you have what you need to do your job, troubleshoot issues, help you grow your professional network, and support your long-term aspirations. You'll also receive training on select topics in areas such as research, communication, and social impact.

Compensation: This fellowship is a paid experience with a pay range of \$20 - \$25 per hour depending on experience.

Work Schedule / Availability for Core Work Hours: We aim for fellows to be able to commit at least 15-20 hrs/week to virtual work with an opportunity to work up to 35-40 hrs/wk. Your work schedule will be flexible and established and mutually agreed upon with your manager, based on business needs. However, you'll need to be available to meet during the core hours of 11:30 a.m. - 1 p.m. (EST) Monday through Friday.

Flexible Location: Work location is flexible and will be determined on a case-by-case basis with your manager. Depending on availability, with possible in-person gatherings as possible/needed. Technical hardware and software will be provided.

How to Apply

Qualified candidates should send a cover letter that shares why they are interested in this role and their resume to: terri.shea@stradaeducation.org. Please indicate you are applying for the "Future Leaders Fellowship" position. If you have any questions or need accommodation to apply in a nontraditional manner, please reach out to Michael Morris, VP, Programs at michael.morris@stradaeducation.org.

About Strada

Strada Education Network is a nonprofit organization dedicated to helping people leverage education and training after high school to achieve their career and life goals. We conduct research, make charitable grants and social impact investments, and support nonprofit organizations Roadtrip Nation, InsideTrack, Education at Work, and the Council on Adult and Experiential Learning, which directly serve students and workers. Learn more at stradaeducation.org.

