

APPLICATION INSTRUCTIONS

OVERVIEW

We are excited you are considering applying to the Acumen Regional Fellows Program Class of 2018! Acumen is developing leaders who challenge the status quo, work across lines of difference, and inspire their communities to believe in a brighter future. Our Fellows come from different backgrounds, cultures, and sectors.

Ideal applicants will meet the following criteria:

- + Currently leading, or an integral part of building, an initiative that exists to eradicate poverty and/or injustice. Successful candidates are often on one of the following trajectories:
 - **Social Entrepreneur:** founders of an organization that provides critical goods/services to the poor (including for-profit/non-profit).
 - **Public Sector Leader:** leveraging the government machinery to create policy changes, partnerships or adoption of new models to tackle poverty.
 - **Community Organizer/Activist:** mobilizing communities; creating a different narrative around and/or calling attention to unseen/unheard/marginalized communities or causes.
 - **Intrapreneur:** creating innovative solutions to tackle poverty from within existing institutions by shifting institutional culture and creating new collaborations.
 - **Organizational Builder:** acting as a strong “# 2”, supporting the growth of poverty-focused institutions from within, but not as the Founder/CEO.

- + We are looking for an entrepreneurial attitude, mind-set and approach – people who don’t accept the status quo.

- + Can be any age or education level, but must be able to fully participate in a program that is conducted in English.

- + Must come from the region of the program you are applying. Pakistan Fellows must be from Pakistan, India Fellows must be from India, and East Africa Fellows must be from Kenya, Uganda, Tanzania, Rwanda, Burundi, Ethiopia or South Sudan.

- + Must demonstrate strong personal integrity, unrelenting perseverance, and moral imagination.

- + Must be ready and willing to undergo an intensive year-long personal transformation and leadership journey followed by an induction into the larger Fellows Community.

Applications open **Tuesday 1 August 2017 and close 11:59 PM IST/PKT/EAT(GMT+3) on Sunday 1 September 2017**. All applications must be completed and submitted online by these deadlines. Late or incomplete submissions will not be accepted. For questions, please visit the Frequently Asked Questions. If you still have questions after reading the Frequently Asked Questions, please email either eastafricafellows@acumen.org, pakistanfellows@acumen.org, indiafellows@acumen.org.

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Please complete this application in English. Fields marked * are required. You will not be able to exceed the specified character/word limits. It is strongly recommended that you compose your essays in a word processor with a character count feature.

Next Steps after Submission of Application:

- + Telephone interviews – September 2017
- + Selection Conference (In-person interviews) – East Africa: November 4th, Nairobi | India: November 11th, Mumbai | Pakistan: November 11th, Karachi.
- + Final Selection – December 2017
- + First Seminar – First Quarter 2018

GENERAL TIPS

- + **Be concise.** Please be mindful of stated word limits as the application will not allow you to exceed them.
- + **Save an offline copy.** We recommend you read through the entire application form first, then enter your background information and spend some time offline composing answers to the essay questions. When you are ready to submit, just copy and paste your essays into the online form. Acumen is not responsible for any lost text, so save early and save often.
- + **Apply early.** Start well in advance to avoid any last-minute technical difficulties or connectivity problems. We do not accept applications after the deadline.
- + **Get personal.** Use the essays questions to show us a side of you not shown in your resume. We want to hear who you are and where you are in your journey.

STEP-BY-STEP WALKTHROUGH

Personal Information

We will use the name, email address, and phone number you submit online throughout the selection process. Please provide the name you prefer to be called and your primary email address and phone number so we can contact you with updates regarding your candidacy. We also ask you to provide your nationality, age, and gender for demographic information. Your nationality also helps us establish whether or not you have demonstrated a long-term commitment or concrete connection to your region – a requirement for the East Africa, India and Pakistan Fellows Programs.

Referral Source

Please let us know how you **first learned** about the program where we ask for your primary referral source. We track this information to help us learn which recruitment channels are the most effective at reaching new applicants. If you heard about the program via multiple channels, please indicate this under the secondary referral source. If you heard about the program through an Acumen staff member or Fellow, please mention this as well.

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Work Experience, Education & Awards

Your resume/CV should concisely summarize your work experience, academic background, significant achievements, and any other skills or interests that you feel are relevant.

You may only upload a .doc, .docx, .pdf and .rtf file with a maximum size of 5 MB. Please limit your resume/CV to 1-2 pages, single sided. Resumes longer than 2 pages will not be considered. Please keep formatting to a minimum. Your resume should highlight only the most significant roles, organizations, and educational experiences.

If you can't see the "Resume Upload" button then you do not have JavaScript or Flash enabled in your Web browser. Simply download the necessary browser plugins, and you should be able to upload your resume. If you continue to experience issues, refer to the [Frequently Asked Questions](#).

Commitment to Pakistan

Our Fellows are individuals who dare to do what's right, not what's easy, to create positive change in their country or region. Fellows can come from diverse cultural, geographic and socioeconomic backgrounds and work in any sector, and they must be committed to ending poverty in their community through their work. In this section you are asked to demonstrate your commitment to the region in which you are applying. Please note that your nationality is your country of origin, while your country of residence is where you currently live.

Fighting Poverty & Injustice

After you enter your profile information, you will be asked a few basic questions about your commitment to fighting poverty and injustice. This commitment can take the shape of a social enterprise (for-profit or non-profit), movement, grant-funded program, government initiative, or socially-focused project within a for-profit corporation.

We ask you to state the name of the organization you work for or the project you are leading and provide a brief description. Your initiative's main area of focus describes the social issue you are trying to address, such as 'Education' or 'Healthcare'. Further details such as no. of customers/beneficiaries and no. of employees will give us some insights into the stage of your organization. If you have collected any revenue or raised any funds this year, please mention this year, otherwise leave blank. Your title should give us an idea of what role you play with the project or organization on a day-to-day basis. Be as specific as you think necessary for us to understand what it is that you do.

We ask you to state your time commitment to the social change project or organization. Be honest. We understand that individual monetary constraints may make it challenging to commit full-time to work that is fighting poverty and injustice. If you are doing this work part-time, please briefly describe the other work that you are involved in.

This work is hard. That's why we ask for 3 lessons you have learned while doing it. We are looking for individuals who demonstrate a growth mindset, a willingness to learn, absorb and adapt.

Essay Questions

Please answer the essay questions as directly and concisely as possible. You will not be able to exceed the specified word limits. It is strongly recommended that you compose your essays in a word processor with a word count feature. Be authentic. Use stories to show, rather than tell us about yourself. For example, don't just say you are a very curious person; tell us a story that illustrates this trait.

Use the essay portion of the application to tell us more about yourself from a personal perspective and share more about your social change project. We already know about your skills and experience from your background information and resume – now we want to get to know you on a deeper level.

- 1. What motivated you to start working on issues of poverty and/or injustice? What motivates you to keep going today? (200 words)**
Additional guidance: We already have your resume, so focus more on the personal than the professional.
- 2. When is the last time you learned something new? How did you decide you needed to learn this and how did you learn it? (200 words)**
- 3. What is the most significant challenge you've overcome? How did you overcome it? (200 words)**
- 4. Are you a part of a community that is important to you? Describe how you have made that community stronger through your involvement and contribution. (200 words)**
- 5. Read [Acumen's Manifesto](#). Tell us a story about how one line from the Manifesto has played out in your life. (200 words)**
Additional guidance: Our Manifesto articulates the kind of leadership we aspire to. We hope that everyone in the Acumen community – our Fellows, our entrepreneurs, our staff – not only carries the Manifesto with them in their work, but applies it in all aspects of their lives.

Terms and Conditions

Please read the terms and conditions carefully before agreeing. We know it is tempting to select “Yes” without reading the text, but we included the terms on the application so candidates are aware of important program information up front. All selected Fellows must attend all program meetings and complete assignments between seminars or face possible expulsion from the cohort. Any candidate whose application is found to contain falsified or plagiarized information will automatically be disqualified from consideration.