



## Acumen Regional Fellows Programs

### APPLICATION INSTRUCTIONS

#### OVERVIEW

We are glad you are considering applying to the Acumen Regional Fellows Program Class of 2017. 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 engaged in social change work. Social change work refers to any project, initiative, program or organization that furthers Acumen's mission of changing the way the world tackles poverty.
- + Entrepreneurs who started their own organizations or leaders influencing change within an existing organization. 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.

Applications open **Monday 13 June 2016 and close 12:00AM IST/PKT/EAT on Monday - 1 August 2016**. 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](mailto:eastafricafellows@acumen.org), [pakistanfellows@acumen.org](mailto:pakistanfellows@acumen.org), [indiafellows@acumen.org](mailto:indiafellows@acumen.org).

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 – August/September 2016
- + In-person interviews – India: October 1<sup>st</sup> – Mumbai East Africa: October 1<sup>st</sup> – Nairobi  
Pakistan: September 24<sup>th</sup> - Karachi
- + Final Selection – December 2016
- + First Seminar – First Quarter 2017

## 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 & Contact 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, date of birth, 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.

### Social Change Work

After you enter your profile information, you will be asked a few basic questions about your social change work. Social change work refers to any project, initiative, program, or organization that furthers Acumen's mission of changing the way the world tackles poverty. It can take the shape of a social enterprise, 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'. Your title and specific responsibilities 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 to a social change project full-time.

### Work Experience

By work experience we mean a period of full-time, paid employment. Volunteer experiences and unpaid internships will not be considered.

## Resume Upload

Your resume 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](#).

## Academic Experience

While there is no education requirement to be an Acumen Fellow, your academic background helps illustrate how you are uniquely qualified to lead your social change project. For example, if you are driving a project that heavily leverages data management software then training in information systems would be important. Please enter your high school or secondary school education, as well as your highest academic qualification, e.g., undergraduate, graduate, or doctorate degrees.

## Awards & Recognitions

This section gives you the opportunity to tell us about any accolades you have received. Some examples may include memberships to professional associations, fellowships, prizes or grants, academic honors, public service awards, workplace recognitions, and anything else you think might belong in this category.

## Referral Source

Please let us know how you **first learned** about the program. We track this information to help us learn which recruitment channels are the most effective at reaching new applicants.

## 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 in social change? 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. What will you bring and what do you hope to get from the Acumen community? (200 words)**

**3. What problem are you trying to solve? How is your approach addressing the root causes of this problem? (200 words)**

*Additional guidance: Please describe the social problem your organization is focused on solving (for example, access to clean drinking water in rural villages), and why you believe that you are addressing the root cause of this problem.*

**4. What did you learn, about yourself, from your greatest failure? (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.