

NEW SECTOR ALLIANCE, INC. SERVICE DESCRIPTION

POSITION: Resident, New Sector Residency in Social Enterprise

START DATE: September 8, 2009

END DATE: August 31, 2010

APPLICATION DEADLINES: Round 1: November 3, 2008 / Round 2: February 6, 2009

LOCATION: Boston, MA

ABOUT THE NEW SECTOR RESIDENCY IN SOCIAL ENTERPRISE:

New Sector's Residency in Social Enterprise (RISE) gives recent college graduates and young professionals the opportunity to lead a strategic initiative for an innovative organization over the course of one year. Through this experience, Residents develop essential leadership and management skills that apply across all sectors.

Each year we select approximately 20 outstanding individuals to join our team as New Sector Residents. Our Residents spend a full year working independently with a Boston-area organization (Host Site) on initiatives such as enhancing program development, measuring impact, strengthening operational procedures, and expanding communication and strategic marketing efforts. New Sector develops each project in coordination with the Host Site to ensure a substantive and impactful experience that is mutually beneficial for both the Resident and the organization. We work diligently to ensure that our participants maximize their professional development and growth through a careful balance of autonomy and support throughout the year.

To develop their knowledge and understanding of social enterprise and entrepreneurship as well as their concrete analytical and strategic tools, Residents participate in New Sector's mini-MBA curriculum. Curriculum content was designed in conjunction with leading business schools and practitioners, and is delivered through three weeks of kick-off training and continuing bi-weekly workshops. Participants engage in topics such as organizational behavior, strategy, financial literacy, marketing, consulting and project management, and career development—all with a specific focus on applying the tools and knowledge to affect social change.

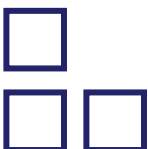
In addition, Residents receive guidance from professional consultants at firms including Accenture, Bain & Company, The Boston Consulting Group, The Bridgespan Group, McKinsey & Company, and Oliver Wyman. These consultant mentors provide instruction and concrete feedback in areas such as project management, persuasive communication skills, analytics, and career development.

New Sector Residents gain a holistic understanding of the social sector and its connections to the private and public sectors. New Sector alumni have leveraged their experience to continue to achieve positive social change in both the private and nonprofit sectors. Past participants have gone on to work for top strategy consulting firms, start and run nonprofit organizations or socially responsible businesses, pursue graduate work, or accept long-term leadership positions with their Host Sites.

For more information, visit www.newsector.org.

ABOUT THE POSITION:

Residents will serve on-site at one of our Host Sites, which vary in their area of focus from addressing environmental or human and health services issues, to engaging in education or community and economic development. Past projects have included creating a business plan for a new service offering, developing a balanced scorecard, and designing new marketing strategies and materials.



New Sector develops a “project scope” with the Host Site before Residents arrive to ensure a structured, challenging experience. With the help of their Host Site organization, Residents will further refine this scope and create a workplan laying out the timeframe for the execution of their service work. Residents will attend biweekly workshops to further the development of their skill sets and deepen their understanding of successful social impact. They will also participate regularly in small-group, peer-facilitated Learning Teams that provide a support network and a more intimate forum for the sharing of knowledge, ideas, successes, and challenges. Through their efforts on specific strategic initiatives and their experience with the daily operations of their Host Site, Residents will develop an understanding of how ideas and strategies are designed and implemented in a real-world, social impact setting.

KEY DUTIES AND RESPONSIBILITIES:

While no two New Sector experiences are the same, all offer unique opportunities and challenges. Specific responsibilities vary based on project and placement, but typical duties include:

- Plan and manage work modules to address your Host Site’s key strategic issues
- Gather field data through interviews and secondary research
- Perform quantitative and qualitative analysis
- Generate practical, creative, and action-oriented insights and recommendations for your Host Site
- Create and give presentations and other deliverables to advance your service work and ensure Host Site satisfaction
- Work with members of your Host Site organization staff to implement recommendations
- Assist in some of the daily operations of your Host Site
- Effectively communicate and manage relationships with all stakeholders in the New Sector model
- Contribute to New Sector’s knowledge capture and dissemination

KEY QUALIFICATIONS:

The Residency is open to outstanding recent college graduates and young professionals from across the country. There is no “typical” Resident; New Sector consciously seeks individuals of differing perspectives, backgrounds and career goals. Successful applicants will demonstrate the following:

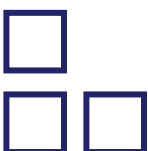
- Passion for achieving social change through collaboration between the nonprofit, for-profit, and public sectors and a genuine desire to achieve impactful outcomes
- High level of self-motivation and a proven ability to deliver excellent results, demonstrated by a record of strong academic, extracurricular, professional, and/or personal accomplishment
- Core leadership attributes, including: resourcefulness, responsibility, energy, independence, patience, integrity, self-confidence tempered with humility, a strong work ethic, and tenacity
- Ability to adapt and remain flexible in the face of various challenges and opportunities
- Strong interpersonal and communication skills, including the capacity to understand the needs of multiple and diverse stakeholders, work effectively at all levels of an organization, build strong Host Site relationships, and work effectively individually and as part of a team
- Excellent quantitative and qualitative analytical skills, creativity in problem solving, and a keen business sense demonstrated in either a professional or academic environment
- Ability to approach challenges in a structured manner by setting goals, devising a plan to achieve those goals, and measuring the results of that plan
- Desire to proactively take on responsibility within the New Sector organization and network

COMPENSATION AND OTHER BENEFITS:

Residents receive a stipend and benefits totaling roughly \$30,000 in annual compensation, along with a certificate of completion of New Sector’s mini-MBA program run in partnership with faculty from Harvard Business School (valued at approximately \$16,000).

Compensation has several components:

- Living stipend of \$22,800



Accelerating social change by **strengthening organizations today**
while **developing leaders for tomorrow**



- Full health care coverage with no financial contribution from the Resident
- An end-of-year \$4,725 Americorps Education Award, distributed upon successful completion of the program and good for outstanding loans or future educational expenses at any accredited institution in the United States
- Annual travel stipend (in the form of a subway/bus pass) worth \$700
- Mini-MBA certificate (tuition valued at approximately \$16,000)

SELECTION PROCESS:

After review of application materials, each qualified candidate will be invited for a brief first-round telephone interview. Second-round interviews will consist of a 60-minute phone or in-person interview conducted by a New Sector staff member. Candidates selected from this process will then receive an offer to participate in the New Sector Residency in Social Enterprise program. Candidates who accept the offer will become a part of the New Sector Residency in Social Enterprise class of 2009-2010. In accepting our offer, applicants accept an offer to the program as a whole, and not to any one particular Host Site or project.

MATCHING PROCESS:

Before the start of the program and after candidates have accepted their offer, New Sector will provide accepted Residents an opportunity to indicate their preferences for Host Site characteristics and subsector in an effort to make a mutual match between Resident and Host Site. Residents will interview will potential Host Sites of New Sector's choosing. Feedback to New Sector from Host Site interviews will be the determining factor in placement. Please note that it is likely each accepted Resident will end up at one of his or her preferred placement sites, but it is in no way guaranteed that even the most qualified applicant will end up at his or her first choice site.

RELEASE OF INFORMATION:

To facilitate student selection and matching, New Sector may share your resume with your potential Host Sites and professional consultant mentors. If you have any questions or concerns about this, please don't hesitate to contact us at (617) 488-4973.

TO APPLY:

1st Deadline: Monday, November 3, 2008

2nd Deadline: Friday, February 6, 2009

Please fill out the RISE 2009-10 Application Form (located at <http://www.newsector.org/opportunities/undergraduate/residency.php>) and send it along with a resume and cover letter to Mike Davis at rise@newsector.org.

Resumes should be saved and sent as **LastName_FirstName Resume.doc** (ex. Smith_John Resume.doc)

Cover Letters should be saved and sent as **LastName_FirstName CL.doc** (ex. Smith_John CL.doc)

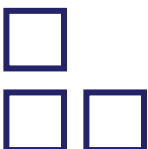
Applications should be saved and sent as **LastName_FirstName App.doc** (ex. Smith_John App.doc)

For guidelines of what information to include in your resume and cover letter, please see the frequently asked questions document at the following website:

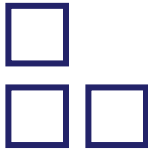
<http://www.newsector.org/opportunities/undergraduate/residency.php>.

Inquiries can be sent to Mike Davis at mdavis@newsector.org. Please no calls.

The New Sector Residency in Social Enterprise program is supported by the Massachusetts Service Alliance and the Corporation for National and Community Service.



New Sector Alliance actively seeks to build a Residency class with a broad range of backgrounds and experiences, representing a diversity of race, color, ethnicity, gender, sexual orientation, secular preference, political affiliation, socioeconomic status, and ancestry. Further, we encourage individuals with disabilities to apply to the program and can provide reasonable accommodations for those individuals upon request. For additional assistance please contact Mike Davis at mdavis@newsector.org.



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while developing leaders for tomorrow**

