



# PEACE FIRST

## Peace First Fellowship-in-Residence: Sub-Saharan Africa

*This is the Fellowship you've been waiting for.*

And if you're a movement builder who is deeply committed to compassion, courage, and collaboration, we've been waiting for you.

For over 25 years, Peace First has helped young people like you create social change in their communities. Now, we are scaling our work to support thousands of teams across the globe to lead peacemaking projects that make a difference in their communities.

As we do, we are building a team of Fellows-in-Residence – expert youth peacemakers based around the world – who will lead the delivery of our programs, supporting young people across the globe to challenge injustices, create impact, and build a lasting culture of peace.

If you are passionate about youth-led change, love mobilizing and empowering others to act, and want to be part of a global team that helps young people make a difference **right now**, we invite you to apply to the Fellowship-in-Residence – a year-long, paid program for emerging social change leaders who want to make an impact by leading Peace First's support to young people in their part of the world.

### ***Work to build a movement.***

At Peace First, we support young people to create peacemaking projects – projects that address an injustice (a social problem that causes harm or creates inequity, such as violence, poverty, or racism) in their community through compassion, courage, and collaborative leadership – on our digital platform, PeaceFirst.Org. We take them through a 5-stage journey to **choose** an injustice, **understand** why it occurs, **plan** a project that will make a difference, **act** on their plan, and **reflect** on their work. We target our recruitment efforts to young people who aren't often called on to be peacemakers – those who might not otherwise have access to resources.

Along the way, we provide access to digital design tools, feedback and mentors, a global community of young people, and \$250 mini-grants to support their work. For young people who are interested in scaling their work, we offer Peace First Accelerators, which allow them to access intensive coaching and additional funding to sustain and grow their projects, and the Peace First Prize, a \$25,000 award that allows young people to scale their work globally.

In addition to the Fellows-in-Residence, we draw on the expertise and leadership of a team of Peace First Fellows, experienced youth peacemakers who support our community as volunteer leaders.

Our team of Peace First Fellows-in-Residence will each be responsible for leading the delivery of these programs in their region – US & Canada, Latin America, Europe, Middle East & North Africa, Sub-Saharan Africa, and Asia/Oceania. They'd receive support from the Director of the Fellows-in-Residence Program and our Program Design & Quality Team. They will act as ambassadors for Peace First in their region, managing a small budget with the goal of building our visibility, credibility, and sustainability.

Fellows-in-Residence will also serve as key designers of Peace First programs, and support fundraising efforts by sharing their perspectives as young peacemakers and leaders on our program team to current or prospective investors in our Youth Investment Fund.

If you're passionate about the idea of helping young people make a difference, and excited about the everyday work of recruiting, coaching, and building relationships – with both a lot of autonomy and a lot of support – then this might be a perfect opportunity for you.

### ***A growth opportunity and a learning community.***

The Fellowship-in-Residence, a paid, year-long Fellowship with Peace First, is an unparalleled opportunity to build your skills and networks as an emerging leader -- and set you up for a career of lifelong leadership for social change.

**Build a diverse skill set:** In your day-to-day work, you'll hone your skills at program design, facilitation and training, grantmaking, organizing, and more. Fellows-in-Residence will also have opportunities to interact with and learn about the other operational areas of a global nonprofit, and regularly meet with and work alongside members of our senior team.

**Build a network:** As the lead ambassador for Peace First in your region, you'll work to build our visibility and credibility by creating a broad and deep partner network -- and, in the process, build your own network of peers and mentors.

**Access support and coaching:** The Director of the Fellows-in-Residence Program will be a constant source of support and feedback, and Fellows-in-Residence will have regular touch points with the Founder & CEO and other senior leaders of the Peace First team. Peace First will match each Fellow-in-Residence with an external mentor, who you'll meet with biweekly to support your personal and professional growth.

**Professional development stipend:** Peace First will offer a professional development stipend to help you access professional development opportunities from conferences to continuing education.

**Community of practice:** We've structured the Fellowship-in-Residence as a community of practice – meaning that your fellow Fellows-in-Residence are a source of learning and support. Through in-person retreats and constant virtual communication, Fellows-in-Residence will build a tight-knit community, offering a space for you to work through challenges, share joys, process frustrations, brainstorm new ideas, learn new things, and feel supported, valued, and championed.

### ***What you'll do.***

Along with your team of Fellows-in-Residence, supported by the Program Director, Fellows-in-Residence and the Program Design and Quality team, you will lead the implementation of Peace First programs and help young people around the world start and lead thousands of peacemaking projects. You'll support them to generate new and innovative ideas to social problems, create impact in their community, and change the way the world sees young people. Much of this work takes place online, through our digital platform at PeaceFirst.Org, and successful applicants will be highly comfortable communicating digitally. While no two weeks will look the same, here are the things you can expect to be doing on a regular basis:

- **Inspire:** Lead efforts to activate young people in your assigned region to join our peacemaking community and start a peacemaking project, with a focus on activating young people who may not otherwise have the resources and opportunities to do peacemaking work.

- **Support:** Facilitate young people's progress through the Peace First Challenge, providing feedback, support, and encouragement to young people as they design and carry out peacemaking projects, including approving & processing mini-grants, working to meet ambitious goals for project completion, quality and impact within your assigned region. This will be the most significant area of work for all Fellows, and will take place predominantly online through the PeaceFirst.Org digital platform.
- **Connect:** Lead community management efforts on PeaceFirst.Org, implementing our community management protocols and upholding our community norms to build relationships and connections between peacemakers and ensure safeguarding of all users
- **Coach:** Plan and facilitate workshops and trainings that support young people to launch, lead, and scale peacemaking projects, both in-person and online from our Peace First Labs that help young people start projects, to our Peace First Accelerators that help young people who have completed projects take them to scale, to workshops that young people through the different stages of creation
- **Curate:** Lead the selection processes for our Peace First Accelerators, Peace First Prize, and Peace First Fellowship, and identify stories of change to be shared through Peace First's storytelling initiatives
- **Partner:** Raise the visibility and credibility of Peace First in your region by building partnerships and relationships with key youth-serving organizations, governments, and influencers, managing a small budget for region-specific work
- **Engage:** Represent youth community and program team in conversations with funders and campaign partners
- **Design:** Serve as lead designers for Peace First's platform and programs, providing feedback and insights to inform continued development of our tools, resources, and supports for young people, and participating in other organizational design and decision-making processes as needed

### ***Who you are.***

You are a **peacemaker**— meaning that in everything you do you act with our core values:

- **Compassion:** You seek out and listen to the perspectives of others, and recognize the inherent dignity of every person.
- **Courage:** You speak out for what is right, even when it is risky.
- **Collaboration:** You bring others together to make change

You have led a **peacemaking project**– meaning that, over a sustained period of time, you have:

- Identified an injustice in your community that was causing harm or inequity.
- Talked to others to understand the root causes and come up with a solution.
- Built a team and worked with them to create a plan for bringing your solution to life.
- Implemented your solution and created meaningful, measurable change.
- Reflected on your work and identified what you have learned and would have done differently, and how you might work to remedy the injustice in the future through this or another project.

Please note: A successful peacemaking project does not have to be “grand” in terms of size or scope. Rather, we’re most impressed by projects that are a true reflection of compassion, courage, and collaboration and created impact at any scale.

You are a **youth movement leader** – meaning you:

- Can connect to and build relationships and trust with all kinds of young people – including across lines of difference
- Communicate in a clear and engaging way with young people, and are comfortable doing so primarily online
- Have a track record of mobilizing and leading other young people, and inspiring other young people to become leaders themselves
- Can provide flexible, adaptive support and advice to young people that is aligned with their needs and goals for their projects and communities
- Believe deeply in the power of young people to lead and make change, **right now**

You are a **great team member**– meaning you can:

- Work well with others who have very different perspectives and experiences
- Act with integrity at all times
- Have a positive, problem-solving mindset

You can **lead Peace First’s growth in your region**, meaning you:

- Have a clear understanding of, and connection to, other youth-led movements in your region
- Have a high level of intercultural competency and are able to build relationships across lines of difference with curiosity, humility, and clarity
- Can identify cultural and political differences between different communities and countries in your region and incorporate this knowledge into your practice

You can **successfully implement our programs**, meaning you:

- Can successfully manage multiple projects, prioritizing and pay attention to detail
- Are creative, flexible, and open to change
- Are comfortable with doing your work largely online, and have experience learning new technology quickly

- Are willing to take on on any task, big or small -- and can move easily between the high-level strategic work of program design and administrative functions of the job such as processing mini-grants

You meet the following ***eligibility criteria***:

- Under 26 years old on August 1, 2020
- Based in Sub-Saharan Africa
- Fluent in English, preferably fluent or proficient in other languages spoken in the region as well. Fluency in French, Arabic, or Spanish highly desirable.
- Have reliable access to fast, stable internet (assuming the cost of internet access is covered)
- Able to commit to at least one year as a Fellow-in-Residence, beginning August 2020
- Hold a valid passport and are able to travel between 10 and 20% of your time

### ***Terms of the Fellowship-in-Residence***

Fellows-in-Residence will be selected for one-year, renewable terms.

Each Peace First Fellow-in-Residence will receive a fellowship stipend that varies based location. The stipend takes into consideration the cost of living, comparable fellowship stipends, local compensation for full-time employees, local taxes, and local purchasing power. To ensure pay equity among our fellows, we run an annual stipend audit and use the learnings from the audit to inform our fellowship stipend band for the following year.

In addition to intensive training and network building, Peace First will offer Fellows dedicated professional development support, including mentorship and a \$1,000 USD fund for professional development expenses.

Peace First will also provide an additional \$80USD/month stipend for tech and internet expenses. Fellows may elect to use their own laptop or a Peace First-provided one. Peace First will also cover all of the Fellows' travel expenses.

Fellows-in-Residence report to the Senior Program Manager.

### ***How to Apply***

Please complete the online application form, found here: <https://forms.gle/CakUqnuadU8UfV8dA> . Applications are due by June 28, 2020.

If you have any questions, please email the Senior Program Manager, Mohammad Sammour:

[msammour@peacefirst.org](mailto:msammour@peacefirst.org)

## ***Organizational Overview***

Founded 25 years ago, Peace First is an international nonprofit organization that exists to create the next generation of peacemakers. We believe passionately that young people are natural problem solvers and that by unleashing their moral imaginations we can create a youth-led movement to counter the culture of violence that affects us all. We believe in the power of all young people to change the world through peacemaking - not someday in the future - right now. To this end, we invest in their ability to see themselves today as leaders and to maximize their capacity to solve some of society's most pressing problems.

Since our founding, Peace First has developed a best-in-class curriculum to teach young people the skills of courage, compassion, and collaborative leadership and apply them to the injustices they find in the world. This classroom curriculum is now open-source and available online via our Digital Activity Center, and it has been used by educators in all 50 states and more than 90 countries around the world. In 2013, we continued to build on our belief in the power of young people by launching the national Peace First Prize, a sort of Nobel Peace Prize, along with a two-year fellowship for young people who exemplify the positive impact that young peacemakers can create in the world. Over the past three years, the Prize has generated over 120 million media impressions, thousands of nominations and applications, and awarded over 20 fellowships to a group of extraordinary young exemplars.

Peace First is now focused on creating a global movement of young people (ages 13-25) to counteract the culture of violence, intolerance, and hatred that plagues too many communities around the world. Called the Peace First Challenge, this project combines the use of media and on-the-ground partnerships to recruit young people from around the world to a digital platform that provides critical resources and connections that move young people from experiences to ideas to actions. With the goal of true culture change top of mind, our long-term aim is to support a movement of 2.5 million young people engaged in peacemaking. Not only will millions of young people develop the skills and lifelong commitment for peaceful social change, but we will source and share powerful solutions from those closest to the problems.

A key element of our strategic plan is to build out our team of talented professionals. We actively recruit, retain, and develop a multicultural and dynamic workforce that effectively and efficiently meets the wide spectrum of young people's needs across the globe. We believe that an inclusive and open environment fosters creativity, contributes to the quality of our work, and provides growth opportunities for all employees.

To that end, we are seeking individuals who are excited about fostering this inclusive culture and working in an entrepreneurial environment where there is an immediate opportunity to have



tangible impact on organizational direction and achievement. We are a team of individuals who thrive in an environment that embodies and celebrates the following:

- Possession of a deep belief in the ability of young people to create change
- Ability to adapt and apply skills to new and changing scopes of work
- Eagerness for more responsibility and exposure to new challenges
- Motivation to solve problems by taking initiative and trying new ways of doing things
- Enthusiasm for connecting others to our mission and providing them with powerful experiences
- Openness to working with others across diverse perspectives and background