



# THE BEST PLACE IN THE WORLD TO CHANGE THE WORLD

**EMPOWERING VISIONARIES. DEFYING CONVENTION.  
MEETING THE MOMENT.**

Talent is everywhere, but opportunity is not. At Baltimore Corps, we're working to fix that. We build a community of the brightest emerging leaders in the country to work in full-time, paid Fellowships within Baltimore's most impactful organizations across the public, private and nonprofit sectors. Fellows possess a wide range of skills and hail from diverse backgrounds, but are united by one motivation: the refusal to see potential wasted within Baltimore's borders.

For more information and to apply to be a Baltimore Corps Fellow, visit us at [www.baltimorecorps.org](http://www.baltimorecorps.org).

## WHAT IS BALTIMORE CORPS?

At Baltimore Corps, we believe that by empowering today's visionaries alongside tomorrow's generation of leaders, we can do more than build a stronger city. We can make Baltimore the social change capital of America. The Baltimore Corps Fellowship, our flagship program, connects professionals to high-impact roles in nonprofits, social enterprises and government agencies throughout Baltimore City. Fellowships are full-time, one-year, paid commitments, with potential to hire the Fellow full time at the end of the year. Named Center Maryland's #1 Nonprofit to Watch in 2015, we have deployed Fellows in over 30 organizations in the past two years.

## WHAT IS A TYPICAL FELLOW LIKE?

There is no typical Baltimore Corps Fellow: we recruit a highly diverse pool of candidates, most of whom have 4-6 years of experience (though we welcome several outstanding recent graduates into our community each year). Our Fellows are lawyers, artists, community organizers and more. They come from Baltimore and around the nation. While we populate our candidate pool with applicants possessing a wide breadth of backgrounds and skills, we also organize around culture and fit. We vet candidates for their passion for impact work in Baltimore, as well as their ability to be powerful contributors from day one.

## WHAT KINDS OF ORGANIZATIONS CAN I BE PLACED WITH?

Likewise, there is no typical Visionary Cause Leader (our name for partner organizations). We consider every prospective Visionary Cause Leader on a case-by-case basis and are always on the lookout for partners who are truly unique. That said, all of our Visionary Cause Leaders are intensely focused on generating social impact in Baltimore City, across all sectors and many focus areas. Almost all VCLs deploy Fellows in high leadership roles that directly lead to building capacity: expanding existing programs, piloting new programs or providing specialized support.

## WHAT ELSE AM I COMMITTING TO THROUGH THE FELLOWSHIP?

While Baltimore Corps provides structure for professional growth and development, Fellows are called on to shape their own cohort and experience. Fellows are expected to engage not only with their own work, but also participate in the events and collaborations encapsulating the larger Baltimore Corps network. Additionally, Fellows are excused a total of five to seven days from work for Baltimore Corps programming (including orientation, retreats and leadership seminars), and engage in one-on-one check-ins and quarterly 360 Degree Feedback reviews.

*Program commitment may be subject to change.*

## HOW DOES THE APPLICATION PROCESS WORK?

The Fellow application for 2016-17 aims to learn your strengths, your ability and potential to lead, and your commitment to social impact in Baltimore City. The application has three parts: an initial written portion, a video interview, and a final written piece. If selected after the third round, you will be invited to the matching stage, in which you will interview directly with our VCLs.

## WHERE DO I APPLY?

You can find a link to the online application at [baltimorecorps.org/apply](http://baltimorecorps.org/apply).

## WHAT HAPPENS AFTER THE FELLOWSHIP ENDS?

That is largely up to you. While the Fellowship is a 12-month program and there is no obligation to continue beyond that point, 80% of our Fellows last year were hired on by their host VCLs at the conclusion of the year. Our aim is to continue recruiting superb talent and making fruitful connections so that Fellows will choose to stay. Baltimore Corps staff, alumni and our network of champions work personally with the minority of Fellows who choose to move on from their placements, helping them identify post-Fellowship opportunities.