

---

## FAQ

### **Application and Interview Questions**

#### **What do you look for in candidates?**

We look for candidates with a diverse range of academic, internship/work, and life experiences, to build well matched and mutually supportive cohorts. Each of the early career professionals in our programs demonstrates commitment and focus, interest in professional development, interpersonal skills and professional achievement, leadership experience, and career goals aligned with our social sector focus. Our participants have backgrounds in everything from business to political science, biology to psychology, and beyond.

#### **What do Fellows typically do after the New Sector RISE or Summer/Senior Summer Fellowship programs?**

Our Alumni community comprises a skilled and inspiring group of people. “Next steps” for Fellows commonly include: graduate school (business, law, nonprofit management, public health, and more), nonprofit staff roles of many types, management consulting, corporate social responsibility work, entrepreneurial activities, and more! You can read select profiles in our Alumni Blog.

#### **Can I apply for more than one site?**

New Sector runs fellowship programs in Boston, Chicago, San Francisco, and the Twin Cities. When you apply to the program, you will be asked to select one city in which to serve as a Fellow. If you are open to other cities, you may indicate this on the application. New Sector staff will consider that information in conjunction with your full application and host site projects when deciding the status of your application. Do NOT complete multiple applications for multiple cities it will slow down the processing and reviewing of your application.

#### **Why is the RISE program only available to US Citizens and Permanent Residents?**

As an AmeriCorps program, our RISE Fellowship is open to individuals meeting AmeriCorps eligibility requirements, which include legal status as US Citizens or Permanent Residents.

#### **Can I speak with a program Alumni?**

Most first round interviews are conducted by program Alumni. We encourage you to ask interviewers about their program experiences, as well as New Sector Alumni who may be in your existing networks.

#### **What is the application, interview, and announcement timeline?**

You can find the timeline on program information pages.



---

**What is the difference between Round 1 and Round 2?**

Our deadlines will guarantee you a decision by our specified decision date, but please note that we review applications on a rolling basis outside of our deadline periods. We encourage applicants to apply as early as possible as offers are made competitively throughout the year. If you have questions about whether you can still apply, please contact us at [recruiting@newsector.org](mailto:recruiting@newsector.org).

**Can I still apply if it is past the deadline?**

Yes, we review applications on a rolling basis. All applications received after the Round 2 deadline will be considered on a rolling basis.

**I have more than 5 years of postgraduate experience, can I still apply?**

Our RISE and Summer Fellow programs are tailored for individuals with fewer than 5 years of postcollege work experience, however if you have a question about your experience level and fit for the program, please contact us at [recruiting@newsector.org](mailto:recruiting@newsector.org). Senior Summer Fellowship candidates should have a minimum of 2 years of postcollege work experience and may have more than 5 years experience.

**Are interviews casebased as they are at many consulting firms?**

No. New Sector interviews ask candidates to thoughtfully reflect on their skills, interests, and past experiences. We also ask candidates to consider opportunities challenges they have encountered and to clearly describe these in an organized, coherent manner.

**What is asked of the references I listed in my application?**

References are sent an electronic form that asks about general feedback on the applicant and for ratings on skill areas including communication and professionalism.

**My references have not been contacted, is everything ok?**

References are contacted at the same time as applicants are offered second round (staff) interviews.

**Is there a waitlist?**

Yes. Candidates placed on the waitlist can expect to be alerted within one month about the status of their applications.

**I am an international student, can I apply?**

As an AmeriCorps program, the RISE Fellowship is only open to United States Citizens and Permanent Residents. For our summer program, international students are welcome to apply so long as they are able to meet the below requirements. New Sector will not sponsor any applicant's employment in the United States.

In order to participate in the Senior Summer Fellowship, candidates must have authorization to become employees of New Sector for the period of the summer term.



---

In order to participate in the Summer Fellowship, candidates must be able to receive IRS tax form 1099. Summer Fellows generally complete W9 forms as part of onboarding, but may complete W8 forms where applicable.

### **Matching Questions:**

#### **How does the matching process work?**

Accepted candidates will interview with potential host sites of New Sector's selection (often phone interviews), during which candidates can learn more about the specific project at each service site. Feedback from both the Fellow and the host site will be used to determine a mutual match. While it is likely that Fellow will end up at one of his or her preferred service sites, it is in no way guaranteed that even the most qualified applicant will end up at his or her first choice site. We ask that participants be open to host sites and projects outside of their original or preferred area, in order for us to provide the most effective matches possible.

#### **Can I apply to serve with a specific host site?**

Unfortunately, no. Our matching process is complex and we cannot guarantee placements. In accepting our offer, candidates accept enrollment in the program as a whole, not with any one particular host site or project.

#### **Is there a list of confirmed host sites I can review?**

Host site recruitment and Fellow recruitment often occur simultaneously so a complete list of host sites will not be available when candidates apply.

#### **What if I'm not matched?**

You can expect to interview with between 2-4 host sites during the matching process; if you have not been matched after these have been completed, you and your local program manager will identify a plan for moving forward.

### **Host Site and Project Questions:**

What type of host sites does New Sector work with?

New Sector partners with organizations that focus on a variety of issues, including: the environment, youth development and education, health, community and economic development, and military and veterans services. Please visit our current Fellows' profiles for more information on current host sites and projects.

#### **What are some typical Fellow projects?**

All projects are designed to create, improve or expand host site services, and may focus on: measuring impact, developing collaborations and partnerships, promoting effective use of technology, volunteer engagement, and expanding communication and strategic marketing efforts. For examples of specific projects, please click on this [project guideline overview](#).



---

**I really want to work in education; can I get placement in my interest area?**

While we encourage commitment to specific fields and will work to have placement match Fellows' interest areas, we cannot guarantee a match with a host site in any one field in advance. We have had many successful participants work in a field new to them, and either deepen their original commitment through building their skills or extend their commitment to the new field.

**Can I find my own host site?**

If you know of an organization that might be a good fit for New Sector, we encourage you to connect them with New Sector! However, it is rare that Fellows identify their own match through this process.

**Training, Mentorship, Learning Team and Other Support Questions:**

**What do we learn in the training sessions?**

Fellows participate in New Sector's Social Impact Leadership Curriculum, which is designed to 1) increase their ability to provide quality service, 2) provide professional and community development knowledge and skills, 3) create a dynamic "esprit de corps" by providing insight into the communities they serve, and 4) inspire commitment to a lifetime of service through exposure to role models, theories of change, and concepts of leadership. You can find more information on our site.

**Who are Mentors and what do they do?**

Each Fellow is matched with a Mentor who provides support throughout the program. Mentors are typically consulting, business, and nonprofit professionals. Mentors are a great resource for feedback on deliverables, thought partnership on finalizing a workplan, instruction in technical skills such as Excel or PowerPoint, or general career advice and professional development. Discussions typically take place in person or via phone or email.

**Can I choose my Mentor?**

Program staff make each Mentor Fellow match based on input about goals and desired characteristics that are shared via a survey.

**What are Learning Teams?**

New Sector believes the strength of our programs rests in our Fellows. Cohorts are designed to build upon one another's skills and experiences, and colleagues support and challenge one another throughout the program. To enable the cohort model to flourish, Fellows participate in Learning Teams biweekly meetings of small groups of 4-5 Fellows and a staff member. These meetings provide a support network and a more intimate forum for sharing knowledge, ideas, successes and challenges.

**What is New Sector's commitment to diversity?**

Our cohorts reflect diversity of identity and experience in order to (1) facilitate meaningful learning, (2) reflect the needs and populations of our local communities and host sites, and (3) support the development of a diverse social sector talent pipeline.



### **AmeriCorps Questions:**

#### **Are all New Sector programs AmeriCorps programs?**

No. Only the 11month RISE Fellowship is an AmeriCorps program. The Summer and Senior Summer Fellowship program are not AmeriCorps programs.

#### **What is AmeriCorps? What does it mean to be an AmeriCorps member?**

AmeriCorps is a program of the Corporation for National and Community Service that places thousands of young adults into intensive service positions in local communities. Each year, more than 75,000 Americans engage in service at nonprofits, schools, public agencies, and community and faithbased groups across the country. Through these service terms, AmeriCorps members strengthen communities, encourage responsibility, expand opportunity, and get things done.

Read more about AmeriCorps at <http://www.nationalservice.gov/programs/ameri-corps>.

#### **What are the Eligibility requirements for AmeriCorps?**

To be eligible for AmeriCorps service with New Sector, individuals must: 1) be a U.S. Citizen or Permanent Resident, 2) have a high school diploma or GED, 3) if you applicants participated in national service terms previously, they must have done so satisfactorily, and 4) have completed no more than three previous terms of national service through AmeriCorps State and National programs.

