

2017 Barr Fellowship Criteria

Leaders eligible for the Barr Fellowship should:

- Work for a nonprofit or faith-based organization, public sector or quasi-public¹ agency, or for-profit social enterprise, addressing issues of arts and culture, community development and empowerment, civic innovation, education, economic and workforce development, environment, health and human services, housing, and/or youth development. In particular, Barr seeks to include leaders who work to build the capacity of low-income, diverse, and generally under-represented communities.
- Hold position of executive director, president, CEO, head of public school, or non-elected/non-appointed senior staff role in a public agency²; hold position of artistic, managing, or executive director in a nonprofit arts organization.
- Have worked a minimum of eight consecutive years in Boston's nonprofit, public and/or social innovation sectors (though not necessarily for one organization), and a minimum of 4 years in the current organizational leadership role by the start of the Fellowship in September 2017³.
- Be employed full-time at the current organization.
- Be committed to staying with current organization for at least one year beyond the Fellowship.

The candidate's employing organization should:

- Be located in or primarily serving Boston (organizations may be located in adjoining cities/towns).
- Be in good financial health as demonstrated by unqualified audits and strong prospects for ongoing revenues/income; for-profit social enterprise organizations must have been profitable for one year or more.
- Have sufficient leadership "bench strength" to sustain operations during the Fellow's sabbatical.

Ideal candidates for the Barr Fellows program will exemplify the following:

- *Personal qualities:* Trusted, open-minded, strategic, persistent, generative thinker, innovator, connector. Committed to improving quality of life for all Bostonians. Potential for higher-level contribution to advancing Boston's community and civic agendas.
- *Organizational impact:* Exemplary organizational leadership, with demonstrated outcomes, internal efficacy, and high employee morale. Proven track record of initiative, problem-solving ability, creative solutions, and success in the face of adversity.
- *Community leadership:* Respected as thought leader and advisor focused on big-picture issues beyond his/her own organization; and effective collaborator/partner as demonstrated by active participation on boards, working groups, and community forums.

The following individuals are *not eligible* for the Barr Fellows program:

- Employees of higher education institutions, hospitals, health insurers, or philanthropic organizations.
- Individuals who have taken a sabbatical from work within the past four years.

¹ Examples: Mass Development, Commonwealth Corporation, Mass Housing Partnership, Mass Port Authority, Mass Technology Collaborative.

² Examples of eligible roles: Associate Commissioner, Undersecretary, Director, or Chief of Staff/Policy.

³ Barr may consider modifying this requirement for public agency leaders if needed for the Class of 2017.