

2019 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, civic innovation, environment and climate, economic and workforce development, education, health and human services, housing and community development, and/or youth development. In particular, Barr seeks to include leaders who partner with and build the capacity of those most impacted by these issues and whose leadership has been under-represented in our region. This includes but is not limited to people of color, low-income communities, and other under-served constituencies.
- Hold the position of executive director, president, CEO, head of public school, or non-elected senior staff role in a public agency²; or, hold the 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 four years in the current organizational leadership role by the start of the Fellowship in September 2019³.
- Be employed full-time at the current organization.
- Be committed to staying with the 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/incomes; 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 Fellowship program will exemplify the following:

- *Personal qualities:* Trusted, open-minded, strategic, persistent, generative thinker, innovator, connector. Committed to improving the quality of life for all Bostonians. Potential for high-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 a thought leader and advisor focused on big-picture issues beyond his/her own organization; and an effective collaborator/partner as demonstrated by active participation on boards, working groups, and community forums.

The following individuals are *not eligible* for the Barr Fellowship 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.

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

²Examples of potentially eligible roles: Associate Commissioner, Undersecretary, Director, or Chief of Staff/Policy. Eligibility of public sector nominees will be vetted to ensure compliance with legal requirements.

³Barr may consider modifying this requirement for public agency leaders, if needed, for the Class of 2019.