2019 Barr Fellowship Criteria

Leaders eligible for the Barr Fellowship should:

- Work for a nonprofit or faith-based organization, public sector or quasi-public 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 underrepresented 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 agency; 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 2019.
- 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.

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