



# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Narrative Development Specialist
<b>Organization</b>	Americans for Immigrant Justice
<b>Location</b>	Miami, FL
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

[Americans for Immigrant Justice](#) (AI Justice) is a leading nonprofit organization dedicated to promoting and protecting immigrants' rights in the United States. With a mission rooted in justice, equality, and dignity, we work to advocate for comprehensive immigration reform, provide direct legal services, and support immigrant communities. Direct legal services are a cornerstone of our work. Our agency offers free, competent, and compassionate legal representation to immigrants so they do not have to navigate our complex immigration system alone and can have a fair chance at securing legal status. We also focus on education and outreach to empower the immigrant community. We engage in impact litigation and advocacy to address systemic issues and effect broader change. We serve low-income, marginalized immigrants from all over the world who are escaping conflict, persecution, poverty, and displacement. AI Justice is the only legal service provider in South Florida that solely serves indigent immigrant families and never charges clients for any services.

## POSITION DESCRIPTION

The Narrative Development Specialist will work on developing a clear, cohesive, consistent messaging that amplifies our mission, successes, and impact helping to further our advocacy efforts and increase visibility among key audiences including funders, community partners, stakeholders, and the media. The Specialist will be in charge of creating data-driven narratives and storytelling for the organization by developing messaging that is engaging, clear, and uses empathetic language to frame complex legal issues, as well as accessible and understandable human experiences in ways that resonate with a broad audience, including donors, policymakers, and the general public. Drawing on their humanities research experience, the Specialist will conduct profound, contextualized studies on current immigration issues, policies, and their socio-cultural impacts; engage with board members and leadership staff to analyze our organizational goals and strategic plan; and conduct interviews and research to collect real stories from immigrants, clients, and advocates. Using these evidence-based narratives, the Specialist will create a communications manual that will humanize the organization's work, making it more relatable and emotionally impactful.

The work of the Specialist will offer unique and valuable contributions to the organization by leveraging the fellow's skills in research, critical analysis, and narrative interpretation. They will conduct deep, contextualized studies on immigration issues, policies, and their socio-cultural impacts to frame the organizational messaging as well as share compelling stories that humanize and highlight the experiences of our immigrant clients. The position will be part of the Development & Communication's Department and will be directly supervised by Claudia Giardinella, Associate Director. The Specialist will be supported and empowered to navigate and collaborate effectively across our established departments engaging with the leadership team and other key staff members. There will also be opportunities to engage with advocates, legal experts, and policymakers, and other stakeholders. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

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### **Responsibilities and tasks:**

- Gather and analyze data on current immigration trends, policies, and socio-political impacts, as well as data specific to AI Justice's work and programs and create consistent, clear messaging guidelines.
- Define and standardize AI Justice's voice and tone to ensure cohesion across communications materials.
- Create comprehensive communications manual, work with the Executive Director and the communications team to create messaging guidelines, ensuring alignment with organizational values and goals with accessible language for diverse audiences
- Compile stories from clients and immigrants, develop criteria and process to select clients and community members whose stories reflect a range of immigration experiences and conduct interviews with clients and immigrants (in-person and virtual) to tell our clients' immigration experiences and highlight the impact of our work on their lives.
- Help develop guidelines for streamlined and consistent engagement on communications platforms
  - Review and provide feedback to AI Justice's best practices communication's guide.
  - Provide recommendations on training sessions for staff on using the communications manual and implementing the engagement guidelines.
  - Identify important engagement metrics for the organization and establish a structure to review all platforms and track data to ensure the communication strategy remains effective and aligned with goals.

### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Exceptional written and verbal communication skills to address legal, social, and cultural topics. The candidate should have the skills to develop messaging to communicate with diverse audiences including donors, policymakers, and the general public.
- Strong organizational and project management skills to handle multiple projects, prioritize effectively, and meet deadlines.
- Qualitative research expertise to conduct in-depth research, interviews, case studies, and contextual analysis of immigration issues, policies, and socio-cultural impacts.
- Skilled in human-centered storytelling to create engaging narratives that translate research findings into compelling stories that reflect the lived experiences of immigrants and clients.
- Quantitative literacy to interpret basic Excel data and identify patterns and insights. Statistical literacy and analysis relevant to storytelling, with additional training available if needed.
- Alignment with pro-immigrant organizational values and commitment to advocacy, equity, and social justice.

### *Preferred:*

- Background or interest in immigration law or studies.
- Familiarity with communications principles and practices, such as audience segmentation, message tailoring, and platform-specific content creation to amplify the organization's narratives and maximize their reach.

### **APPLICATIONS**

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System ([ofa.acls.org](https://ofa.acls.org))
- Application deadline: 9 PM EDT, March 12, 2025.

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Advocacy Manager: Universal Representation Initiative
<b>Organization</b>	Amica Center for Immigrant Rights
<b>Location</b>	Washington, DC
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

The Capital Area Immigrants' Rights (CAIR) Coalition is now Amica Center for Immigrant Rights ("Amica Center" for short); click [here](#) to learn more about our new name. We are the only non-profit organization in the Washington, D.C. area that is exclusively focused on providing legal assistance to adult and child immigrants detained by the government in the Capital Region and beyond. We couple direct representation of immigrants facing deportation with impact litigation and national advocacy. The Detained Adult Program (DAP) works with hundreds of adults who are detained by ICE each year, providing information, support, and legal representation. We provide trauma-sensitive, person-centered services, and deeply value the autonomy of the people we work with in detention as they navigate the fundamentally inhumane immigration system.

## POSITION DESCRIPTION

The Advocacy Manager will work on expanding universal representation for adult immigrants from Virginia held in ICE detention centers. The number one indicator for success for a person fighting deportation is the availability of an attorney to work with them. As there is no right to counsel in Immigration Court for those who cannot afford an attorney, Amica Center has been at the forefront of the movement to establish state and local funding for representation. We have made stunning strides in Maryland and the District of Columbia, with many adults there now able to have a free attorney to fight their deportation through universal representation programs. The Advocacy Manager will work with other members of the Detained Adult Program, including our Deputy Program Director for external advocacy, and our Communications staff to expand universal representation to Virginia. This will require the team to assess the political and advocacy map of Virginia, develop an advocacy plan, build coalitions, publish data-supported advocacy papers, create and effectuate communication plans, and meet with local and state government officials. The Advocacy Manager will be central in this team.

We envision an advocacy campaign that speaks to potential funders, grassroots organizations, impacted communities, and the general public. We want the campaign to sit at the intersection of the legal and human component of our work and our clients. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

## Responsibilities and tasks:

- Work with DAP, including Deputy Program Director for external advocacy, and communication team members to create a long-term vision and plan for advancing universal representation in Virginia.
- Meet with immigrant rights and human rights groups throughout Virginia in order to build coalitions and develop a power-map of support in the state.
- Lead and take-part in coalition meetings focused on immigrant rights and representation in Virginia and nationally.
- Prepare and present an internal plan for a multi-year approach to advocacy, including timelines and action items.
- Assess and scrutinize the complete range of communication needs of a human rights campaign, including creating and deploying plans to advocate for universal representation through public

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messaging, client storytelling, data-grounded evidence, community-focused support, and grassroots inclusion. This will require leveraging a background in the humanities to ensure that the campaign is thoughtful, genuine, humane, and persuasive both to government officials and to impacted communities.

- Lead the data component of our advocacy campaign, demonstrating the potential impact of deportation defense services on individuals, families and the wider community in VA.
- Identify, and work with, academics and existing external partners such as the Vera Institute of Justice to create data-based reports on the state of representation in Virginia and the economic and human impacts of universal representation.
- Provide impact data support for Maryland and DC universal representation renewal efforts.
- Meet and interview clients, client families, and community members to inform advocacy publications.
- Collaborate with the communication team to prepare public advocacy campaigns.
- Prepare persuasive communication pieces for use in the advocacy campaign, including op-eds, white papers, social media campaigns, and legislative letters.
- Meet with local and state public officials in Virginia to advocate for universal representation.
- Stay abreast of national developments on, and challenges to, universal representation initiatives.
- Work with directors and program management to set long-term program strategic plans.
- Take part in client meetings, court hearings, and jail visits to better inform advocacy efforts.
- Interface with leadership of other Amica Center programs to ensure cross-program information and strategy sharing.
- Take part in stakeholder relationship activities, including in-person and telephonic meetings with community groups, governmental bodies and representatives, and other legal service providers.
- Attend and participate in internal Development and Communications strategy group meetings.
- Support and reinforce organizational plans for equity and inclusion.

#### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Interest in immigration and human rights.
- Strong writing and communication skills, including in-person communications in seminars, coalitions, and public meetings.
- Favorable results on background check including driving record.
- Valid driver's License required and willingness to travel for work-related business (mileage and other travel expenses are reimbursed, candidate need not have access to a private vehicle).
- Experience in resolving conflicts and ensuring smooth collaboration among team members and external partners.
- Proficient in planning and implementing projects.
- Demonstrated ability to adapt to changing priorities, strategies, and circumstances.
- Experience writing for a non-academic audience.

#### *Preferred:*

- Written and oral Spanish competence.

#### **APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Communications/Narrative Change Specialist
<b>Organization</b>	Asian Americans Advancing Justice   AAJC
<b>Location</b>	Remote (based in the US)
<b>Stipend</b>	\$70,000 in the first year, \$72,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

[Asian Americans Advancing Justice | AAJC](#) (Advancing Justice | AAJC), founded in 1991 and based in Washington, DC, works to advance the human and civil rights of Asian Americans and build and promote a fair and equitable society for all. To achieve our mission, we engage in policy advocacy, research, public education, community capacity building and mobilization, and litigation strategies. Thus, we advance public policies that enable Asian Americans and other vulnerable communities to reach their full potential and address unfair and discriminatory structures that systematically deny these same communities their civil and human rights.

## POSITION DESCRIPTION

The Communications/Narrative Change Specialist will serve on the Communications team and report to the Vice President of Strategic Communications. They will be tasked with our strategic goal of increasing the visibility and understanding of Asian Americans as integral to the fabric of America. By serving as the project lead on initiatives that aim to change harmful narratives about Asian Americans, they will draw on research and policy to shape public perceptions of Asian Americans. They will apply their humanities training to influence some of the most pressing social and racial justice issues of our time.

As a member of the Communications team, the Specialist will collaborate with the department's research, community engagement, and litigation teams to further advance the goals of the different policy teams in the organization. Our census, voting, education, technology/telecommunications, anti-racial profiling, anti-hate, and immigration teams rely on the Communications team to translate dense policy debates and make them accessible for public audiences. This role will require the fellow to utilize their humanities training through the practice of ethical story gathering and storytelling in the service of a civil rights organization on a diverse array of issues. The Specialist will also serve as a thought partner to the Vice President of Communications and shape how Advancing Justice | AAJC approaches narrative change.

In addition to general communications responsibilities including drafting/creating factsheets for policy teams and monitoring/analyzing digital media, the Specialist will be responsible for three projects:

1. Caregiving Narratives: Working with a message testing consultant/firm, the Strategist will help test the effectiveness of caregiving narratives in Asian American communities. They will compile existing data on how effectively partners change caregiving narratives, and will manage the project by creating timelines, holding people accountable for deliverables, and debriefing.
2. Narrative Landscape Analysis: Working with policy team leads, the Specialist will identify and produce a series of research papers that provide actionable solutions to key narratives harming the Asian American community (e.g., xenophobia and education equity). Each paper will include metrics capturing how effective the proposed solutions are at changing the harmful narratives.
3. Interracial Solidarity Visualization/Study: Advancing Justice | AAJC works closely with allied communities of color. However, we often lack shared historical reference points to connect our

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interracial solidarity. The fellow will synthesize this shared history into a white paper on interracial solidarity in non-profit organizations, as well as related public-facing work products.

The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

### **Responsibilities and tasks:**

- Act as a thought partner to the VP of Strategic Communications to support Advancing Justice | AAJC's initiatives.
- Project manage and implement three special projects described above, including producing external facing deliverables such as reports, digital humanities websites, and other associated content.
- Generate and edit compelling original content for press releases, speeches, statements, Op-Eds, talking points, issue briefs, fact sheets, presentations, videos, newsletters, and other channels.
- Develop strategies and ideas for soliciting stories from impacted individuals and collaborate with Policy & Program teams to develop storyline content for each issue area; help provide creative solutions to communication challenges raised by these teams.
- Craft compelling narratives and editorial content about issues the organization and its partners are addressing, highlight progress achieved toward them, and issue inspirational calls to action.
- Conduct narrative training for organization staff and partners to utilize with different audiences.
- Determine key performance indicators to analyze communications/narrative change efforts, monitor and track emerging trends, and evaluate the effectiveness of communications outreach.
- Produce high-quality visual media that demonstrate an ability to convey organizational or programmatic messages succinctly and clearly.
- Collaborate with the development team and provide content for donor communications (media engagement metrics, coverage, newsletters, special and annual reports, etc.) as requested.
- Organize virtual webinars or in-person briefings for messaging and storytelling.

### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Ability to meet internal and external deadlines in a fast-paced environment.
- Excellent writing, editing, and oral communication skills.
- Experience analyzing information, identifying opportunities, and telling stories to evoke change.
- Ability to frame and articulate messages for the public and diverse audiences.
- Experience planning, researching, analyzing, developing content and presenting results.
- Strong interpersonal and relationship-building skills across diverse groups and various sectors.
- Ability to work independently and manage changing and multiple priorities.
- Strong project and process management, including planning and coordinating skills.

### **APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Research & Policy Associate
<b>Organization</b>	Coalition for the Homeless
<b>Location</b>	New York, NY
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

The [Coalition for the Homeless](#) (Coalition) is the nation's oldest advocacy and direct service organization helping homeless individuals and families. We believe that affordable housing, sufficient food, and the chance to work for a living wage are fundamental human rights. Since our inception in 1981, the Coalition has worked through litigation, organizing, shelter monitoring, policy work, public education, and direct services to ensure that these goals are realized, and in that time, we have given more than one million homeless New Yorkers a way off the streets.

## POSITION DESCRIPTION

The Coalition seeks a Research & Policy Associate to lead data-driven research and assist the Advocacy Department in developing policy solutions to address homelessness and housing insecurity. More specifically, the Research & Policy Associate will leverage qualitative insights gained from the Coalition's access to direct service providers and thousands of homeless clients, and then synthesize them with quantitative analyses of critical datasets on homelessness, poverty, and housing. Working under the direction of the Director of Research and Policy Development, the Research & Policy Associate will use their advanced interpretive skills to translate the results of this mixed-methods research into actionable, evidence-based policy recommendations that address systemic challenges for homeless and precariously housed New Yorkers. Work products will include legislative testimony and policy reports, such as our annual State of the Homeless report, which will be pivotal for supporting our advocacy efforts.

If desired, the Research & Policy Associate will also have the opportunity to become a registered lobbyist, so as to directly engage with the policymaking process. This will allow the fellow to learn the mechanics of lobbying while building relationships with policy stakeholders that can be leveraged beyond the course of their fellowship. Training for any necessary job functions will be provided by the supervisor and other Advocacy Department team members.

By the conclusion of the fellowship, the Research & Policy Associate will have gained valuable skills and knowledge, experience in government relations, and developed a strong portfolio of research-driven policy work. Most importantly, a placement with the Coalition will allow the Research & Policy Associate to help make a tangible, lasting change in the lives of individuals and families in New York City experiencing homelessness—those most in need of support and advocacy. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

## Responsibilities and tasks:

- Draft policy proposals and contribute to at least 2 high-impact advocacy reports, including the Coalition's annual State of the Homeless report.
- Co-author at least 3-4 additional short-form pieces, such as policy one-pagers.
- Collect and analyze large datasets on housing and homelessness from public sources, Coalition programs, and Freedom of Information Law (FOIL) requests.

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- Engage with clients, social workers, and other practitioners to incorporate first-hand insights into data analysis, enriching findings with humanistic perspectives and real-life experiences.
- Develop data visualization tools, such as dashboards, to communicate findings effectively to stakeholders, including policymakers and partner organizations.
- Support the Coalition’s advocacy efforts by preparing evidence-based policy recommendations and participating in issue-based campaigns.
- Attend various meetings, hearings, and conferences both to engage with partners and decision-makers and to enhance knowledge of housing and homeless issues.

### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Strong qualitative and interpretive research, critical thinking, and problem-solving skills, with an emphasis on social justice issues.
- Excellent written and verbal communication skills, with the ability to translate complex findings into accessible, persuasive written narratives.
- Project management skills and the ability to work collaboratively in a team-based environment.
- Strong commitment to social justice and an understanding of structural inequalities, especially in issues relating to poverty and homelessness.
- Exceptional ability to prioritize numerous tasks and complete them within stated timeframes.
- Willingness to develop quantitative skills as needed, such as analyzing large datasets.
- This position is designed to be accessible to PhDs across disciplines, with training available for quantitative methods or other skills, if necessary. The Research & Policy Associate will work within a supportive environment that values humanistic insights, making this an excellent opportunity for fellows interested in applying their expertise to urgent social issues and public policy.

### *Preferred:*

- Familiarity with data visualization tools and dashboards.
- Background in qualitative research methods, such as interviewing and surveying.
- Experience with or interest in community organizing or grassroots advocacy.
- People from communities that are disproportionately impacted by homelessness (e.g., people of color, LGBTQ+, immigrants, and people with disabilities) or with prior personal or familial lived experience with homelessness are strongly encouraged to apply.

### **APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Disability Policy and Advocacy Analyst
<b>Organization</b>	Disability Rights North Carolina
<b>Location</b>	Raleigh, NC
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

[Disability Rights North Carolina](#) (DRNC), a 501(c)(3) nonprofit, is the only organization that provides free legal advocacy services to people with all types of disabilities, of all ages, throughout North Carolina. We are NC's designated Protection and Advocacy agency and recognized leader in advancing disability rights with a strong staff and supportive, dynamic work environment. DRNC is committed to building race equity into our internal and external work. DRNC is well-established and positioned for growth.

## POSITION DESCRIPTION

The Disability Policy and Advocacy Analyst at Disability Rights North Carolina (DRNC) will play a pivotal role in advancing disability justice through interdisciplinary research, advocacy, and communications. This fellow will contribute to systemic reform by analyzing public systems, translating complex legal and policy issues into accessible content, and fostering collaboration across DRNC's legal, policy, and communications teams. The fellow's work will empower stakeholders and policymakers to better understand and address systemic barriers affecting people with disabilities. The position operates within DRNC's hybrid work environment, involving occasional collaboration in our office and in person engagements. Active participation in team meetings, cross-departmental strategy sessions, and public outreach initiatives is essential to the role's success.

This position is ideal for a motivated individual seeking to apply their academic expertise to real-world advocacy and systemic reform, while gaining valuable experience in public policy, legal advocacy, and nonprofit leadership. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

## Responsibilities and tasks:

Under the direction of the Director of Public Policy, the Analyst will:

- Monitor and evaluate intersections between public systems and services for disabled people (e.g. child welfare, education, healthcare, and justice).
- Assess policy shifts for unintended consequences on vulnerable populations.
- Translate clinical and interdisciplinary research into evidence-based policy proposals.
- Focus on systemic issues such as institutional placement preferences and their broader impacts.
- Develop accessible advocacy materials (e.g. reports, visual data presentations, video content).
- Produce materials that clarify complex policy and legal concepts for diverse audiences.
- Work closely with DRNC's legal, policy, and communications teams to align research, advocacy, and messaging strategies.
- Support community outreach and public education efforts through clear, actionable deliverables.
- Participate in conferences, legislative meetings, and advocacy initiatives.

## Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Strong analytical skills to evaluate intersecting public systems and their impacts.

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- Exceptional ability to translate complex legal, policy, and research information into accessible formats.
- Proficiency in creating persuasive communication materials, including visual and multimedia content, for diverse audiences.
- Excellent collaboration and communication skills for cross-departmental work and public engagement.
- Proficiency in tools for content creation (e.g. Microsoft Office Suite, data visualization software, and video production tools).

*Preferred:*

- Life experience with disability.
- Experience in analyzing public systems, social justice initiatives, or disability rights.
- Ability to communicate in ASL, Spanish, or another non-English language.
- Understanding of trauma and its prevalence among people with disabilities, valuing and using trauma-informed approaches.

## **APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Public Memory and Participatory Design Specialist
<b>Organization</b>	Highlander Research and Education Center
<b>Location</b>	South Cumberland Plateau Region, TN
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

For over 90 years, [Highlander Research and Education Center](#) has centered the experiences of directly-impacted people in our region, knowing that together, we have the solutions to address the challenges we face in our communities and to build more just, equitable, and sustainable systems and structures. Highlander's work catalyzes some of the deepest victories for social change in the US, particularly impacting the South and Appalachia. Our network-building and organizing efforts have advanced the labor movements of the 1930s and 40s, the Civil Rights Movement of the 1950s and 60s, and environmental, economic, and racial justice organizing across decades. The South is home to some of the nation's most substantial movements and interconnected leaders, and Highlander serves as a regional catalyst, movement school, and home for those most threatened by inequities and oppression. Our ongoing work in cultural preservation, public memory, and participatory design continues to uplift Appalachian and Southern histories, making these legacies accessible and relevant to current and future social justice efforts.

## POSITION DESCRIPTION

The Public Memory and Participatory Design Specialist will collaborate with Highlander's Land and Place team on a variety of public memory, movement history, and community informed design projects focused on reclaiming and revitalizing Highlander's historic sites. Using participatory design techniques and popular education methods, the Specialist will engage local residents, Labor and Civil Rights Movement Elders, movement historians and artists to ensure their authentic voices, vision and wisdom shape the development of Highlander's reclaimed original site in the South Cumberland Plateau region of Eastern Tennessee. Working with stakeholders and experts across multiple fields and in partnership with [MASS Design](#), the Specialist will shape and support a design process to ensure Highlander's reclaimed campus addresses local community needs and honors Highlander's history and legacy in social justice movements.

The Specialist will develop practical skills in outreach, historic interpretation and public memory, museum planning and curating, community led participatory research, economic development, and community design, particularly related to Black/African-American Studies and the region. This role is ideal for someone passionate about participatory design, social movement history, community based leadership development, and advancing social justice through the intersection of history and community-led innovation. While much of the relationship building, research and curriculum design can be done remotely, the Design Specialist will need to travel for frequent site visits (approximately 8-10/quarter) and coordinate in person focus group meetings approximately twice per quarter. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

## Responsibilities and tasks:

- Provide programmatic, facilitation and research support in a multifaceted participatory design process for our newly acquired Grundy Campus in partnership with [MASS Design](#). [25%]
- Engage, convene, develop popular education curriculum for and co-facilitate visioning sessions for approximately two of the following stakeholder groups: local grassroots community members,

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movement historians, civil rights and labor elders, seasoned organizers, narrative strategists, arts, music and culture experts, Highlander staff and board. [25%]

- Identify stories, historical context and themes pertinent to Highlander's legacy and gather supporting research and documentation. [10%]
- Identify and/or develop educational materials on topics such as Highlander's role in the Civil Rights, Black Freedom, and Labor Movements, the use of music and culture to fortify movements in the region, community-led campaigns and participatory democracy principles. [10%]
- Gather best practices research in community driven economic development and sustainable tourism models. [10%]
- Collaborate with the Land and Place team to explore and document sustainable land use strategies and community-driven land ownership models. [5%]
- Engage with local communities and additional stakeholder groups (in person) through workshops, feedback sessions, and outreach to strengthen community ties. [15%]

### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Demonstrated experience or strong interest in public memory work, particularly in documenting or preserving community-based histories and cultural heritage.
- Experience in or a deep desire to learn grassroots and transformative organizing methods.
- Ability to create accessible educational materials, including curriculum and storytelling content that resonates with diverse audiences.
- Project management skills, including experience organizing and tracking project progress, collaborating with partners, and meeting deadlines.
- Strong written and verbal communication skills, especially the ability to translate complex ideas into clear, impactful narratives.
- Valid driver's license and use of personal vehicle for frequent site visits (8-10 visits per quarter) across the South Cumberland Plateau region. Mileage/travel expenses will be reimbursed.

### *Preferred:*

- Background in nonprofit, political, or community organizations.
- Teaching and/or facilitation experience (ideally virtually and in-person).
- Lived experience or familiarity with Appalachian or Southern history, organizing traditions, and/or rural community dynamics.
- Experience with participatory design or community-centered approaches to project development.

### **APPLICATIONS**

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You may *not* contact the host institution to inquire about this position.



# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Assistant Director for Programming
<b>Organization</b>	Hispanic Scholars Program
<b>Location</b>	Remote (based in the US)
<b>Stipend</b>	\$70,000 in the first year, \$72,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

Founded in 1989, [The Hispanic Scholars Program](#) (HSP) is a nonprofit organization that supports the growth and development of Latinx undergraduate and graduate students in theological and religious studies through four programmatic areas:

- Education -by overseeing accredited courses taught by Latinx faculty, on Latinx studies and religion, in Latinx majority classrooms;
- Scholarship -by editing published materials on Latinidad in relation to higher education;
- Mentorship -by accompanying students in exploring their next steps after graduation;
- Professional Development -by training Latinx leaders in pedagogy and fundraising and non-Latinx leaders in anti-racism and Latinx epistemologies.

Through our programming, the HSP seeks to heal the divisions in the Latinx community fueled by theological differences by cultivating spaces that are ecumenical and interreligious. As a Latinx program, the HSP seeks to build bridges between Latinx and non-Latinx communities by enhancing the appreciation that non-Latinx scholars, clergy, and administrators have of Latinx contributions to the nation's past, present, and future. Core to our mission is mentoring Latinx leaders—especially Latinas, queer folk, and other minoritized members of the community—and preparing them for justice work in religious, educational, and other social institutions.

## POSITION DESCRIPTION

HSP seeks an Assistant Director for Programming who will 1) oversee seven programs within our Education, Scholarship, Mentorship, and Professional Development portfolios, including travel to program sites; 2) research potential funding opportunities to expand assigned programs; and 3) engage professional development opportunities related to non-profit administration. The Assistant Director will report to the Associate Director, Jorge Rodríguez, Ph.D., and join the Core Staff comprised of full-time employees, including the Executive Director, Associate Director, and Administrator.

At the Hispanic Scholars Program, we lean into our social justice commitments by ensuring mentorship—which, distinct from supervision, helps individuals explore how community, skills, and aspirations prepare them for further professional opportunities—is centered in the workplace. As a result, the programs overseen by the Assistant Director will be assigned at the time of onboarding following their professional goals. Educational programs like the J-Term and Latinx Doctoral Accompaniment Seminar cultivate skills in accreditation, instructional design, and faculty training. Scholarship programs like our *Theological Education ¡Latinamente!* series with Fortress Press cultivate skills in publishing. Mentorship programs like our Latinx Discernment Workshop cultivate skills in student development and alumni relations. Professional Development programs like El Semillero Workshop on Finance, Fundraising, and Development cultivate skills in fundraising and facilitation.

Sixty percent of the Assistant Director's time will be spent planning, promoting, executing, and evaluating assigned programs. While the HSP is a remote organization, programs occur in person at

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centers of Latinx community, including the Pilsen neighborhood of Chicago, North Philadelphia, and San Antonio. The Assistant Director will travel five to seven times a year for an average of four days per trip, in addition to the two-week Summer Session each June. Ideal candidates will use skills in the humanities or social sciences to contextualize and assess programs within a larger political landscape and conduct research to communicate to participants why program sites are significant to Latinx history.

Forty percent of the Assistant Director's time will be spent in Grant Research, Professional Development, and Mentorship. Using advanced research and writing skills, they will identify and send letters of inquiry to at least two external granting agencies annually whose funding might expand programs in the Assistant Director's portfolio. The Assistant Director will translate their scholarly skills to non-profit administration through internal and external professional development opportunities. Finally, alongside the Associate Director, they will mentor the Auxiliary Staff— sharing their experience in the Ph.D. with undergraduate and graduate student workers interested in further humanistic graduate education. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

#### **Responsibilities and tasks:**

- **Project Management:** Oversee the planning, execution, and evaluation of seven programs within the HSP's Education, Scholarship, Mentorship, and Professional Development portfolios.
- **Mentorship:** Help mentor undergraduate and graduate student workers.
- **Research:** Explore two external funding opportunities annually to expand managed programs.
- **Professional Development:** Pursue external learning opportunities in non-profit administration.
- **Collaboration:** Meet and collaborate regularly with the entire HSP Staff.

#### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- A collaborative spirit, willingness to work on a team, and skills in student mentorship.
- Lived, professional, or research experience related to communities of color, generally, and Latinx communities, specifically, including their history, culture, and struggles for justice.
- Demonstrated written, oral, and digital communication skills with the ability to write for multiple audiences (e.g., faculty, administrators, students, foundation leaders, and prospective donors).
- Strong organization, leadership, delegation skills, and ability to complete work independently.
- General religious literacy—especially among Christian and African Diasporic traditions and the rising population of “Religious Nones”—and a commitment to interreligious engagement.

#### *Preferred:*

- Competency in at least one other language spoken in Latin America, including but not limited to Spanish, French, Portuguese, Haitian Creole, or Garifuna.

#### **APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Associate Curator and Summit Coordinator
<b>Organization</b>	National Public Housing Museum
<b>Location</b>	Chicago, IL
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

The [National Public Housing Museum](#) (NPHM) is the first cultural institution dedicated to interpreting the American experience of public housing. It began as a dream of public housing residents to preserve the last remaining building of the Jane Addams Homes on the Near West Side of Chicago as a site of conscience—a historic site that calls on the power of place and memory to create a dialogue between history and the most pressing issues facing us today. Renovations are well underway to transform the space into a vibrant hub of history and art, a civic incubator, a cultural training center, and a mixed-use site that also includes 15 units of housing. We believe that a 21st-century museum can be all of these things, and we have diligently cultivated this capacious vision since our founding in 2007. We will occupy our new building starting in 2025; meanwhile, we host exhibits and public programs at our offices in Chicago’s River North neighborhood.

Driven by our mission to preserve, promote, and propel the right of all people to a place to call home, we create opportunities for visitors to understand the history and scope of housing insecurity in our nation and to take informed action. By leveraging humanities assets, including art, historic artifacts, personal narratives, and more, we make this complex issue legible to the public. NPHM serves as a model for a new kind of cultural institution, where diverse participants gather to confront structural marginalization and discrimination and collectively reimagine the future of communities and society.

## POSITION DESCRIPTION

The Associate Curator and Summit Coordinator will be the project manager for the Case Studies for Truly Public Housing annually rotating exhibit and summit. The Associate Curator will work closely with and report directly to the Executive Director, who serves as the Chief Curator of the Museum, and serve as liaison with the guest curator for the exhibition. This exhibition and summit are presented in order to learn from housing projects across the country. Each year, NPHM invites a guest curator to help curate a case study of an American municipality that has creatively addressed an urgent housing issue. Working with the NPHM’s esteemed scholar advisor committee, the Associate Curator will help manage the exhibition project and shape research questions to make content legible to diverse publics. They will also work with other museum staff and local partners to coordinate an annual summit in partnership with a local university that brings together a diverse cross section of the public along with public housing residents, scholars, urban planners, industry professionals and students. The summit will draw from the case study to explore the future of housing. The role of Case Studies Associate Curator would significantly expand the museum’s capacity as a center for learning and discourse. This is a full-time, union position. NPHM has a current COVID-19 policy and requires proof of vaccination at time of hire unless employees have an approved exception to the policy. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

## Responsibilities and tasks:

- Assist in curation and project coordination of the Annual Case Studies Exhibit and Summit.

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- Facilitate and coordinate the exhibition planning process with the Guest Curator and exhibitions team, keeps projects on track, helps to foster team collegiality and mutual respect to create an exhibit that engages, challenges, inspires, and delights guests.
- Collaborate with a university partner that is selected to host the annual summit for Case Studies, including helping to inform and issue invitations to speakers and participants.
- Apply an expansive and inclusive lens to selecting partners and participants for the summit.
- Collaborate to conduct research and develop interpretive elements, including artifact and object identification, texts, activities, and digital tools.
- Explore new exhibition strategies that advance diversity, equity, inclusion and access.
- Create, maintain, and archive documentation related to the project, using Past Perfect and other software programs as necessary.
- Help to collect artifacts related to the exhibit including loans, acquisitions, and gifts.
- Establish and maintain working relationships with individuals, relevant community organizations, and institutions with access to knowledge and artifacts related to the exhibition.
- Assist in label and vinyl text and copy-editing.
- Collaborate with museum staff to conduct a comprehensive evaluation of the exhibit and summit.
- Other duties related to the project as assigned.

#### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Committed to cultural activism.
- Experience using storytelling, visual media and/or exhibition making and curating as a mode of communicating and producing knowledge.
- Interest and familiarity working with art or artifacts and/or a willingness to learn.
- Interest in and enthusiasm for the history of public housing.
- Highly organized person with project management experience.
- Exceptional oral and interpersonal communication skills.
- Outstanding relationship-building skills.
- Ability and willingness to collaborate between teams and partners.
- Detailed-oriented and the ability to multitask.

#### *Preferred:*

- Candidates with a meaningful connection to public housing are preferred.
- Some degree of Spanish language fluency.
- Experience in planning conferences, events or large gatherings.

#### **APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Housing Equity Specialist
<b>Organization</b>	North Carolina Justice Center
<b>Location</b>	Raleigh, NC
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

The [North Carolina Justice Center](#) is a progressive research and advocacy organization dedicated to expanding opportunity and protecting the rights of individuals with low-income in North Carolina. For almost 30 years, the NC Justice Center has been on the front lines in the courts, at the legislature, in the media, and in communities advocating for positive changes for poor and working North Carolinians. We hold government agencies, institutions, and other actors accountable to address the root causes of racism. The NC Justice Center has played a primary role in most of the state's major policy debates and successfully litigated hundreds of individual cases and class actions. The Center has also produced major research reports that have influenced important public policy change in North Carolina.

## POSITION DESCRIPTION

The Justice Center is seeking a Housing Equity Specialist to enhance the NC Justice Center's capacity to conduct research and shed light on barriers to safe, affordable housing for people living with low incomes in North Carolina, and play a leading role in advancing a campaign for policy reform around these issues. The fellow will focus on tenant screening practices in North Carolina, which too often screen out tenants based on eviction and criminal records that are inaccurate, outdated, perpetuate racial disparities and undermine the state's affordable housing goals. A fellow will have the opportunity to explore creative ways to gather and synthesize information about how tenant screening is conducted in this state, engage in ethical story gathering and storytelling, inform the public and decision makers about the scope of the problem, and use their research to support coalitions of tenant organizers, justice-impacted people and state partners advocating for fair chance and progressive housing policies.

Under the guidance and supervision of NC Justice Center staff, the fellow will participate in in-person and virtual meetings with key stakeholders including people who are directly impacted, advocates, state law makers, and local decision-makers. The fellow will be expected to engage people in a non-academic, community-centered manner in relaying information and ideas.

The fellow will work with NC Justice Center's Communications Specialist to leverage legal clinics, NCJC events, and current events to collect and amplify stories of people affected by housing issues in North Carolina. The fellow will help collect stories using different tactics including surveys, in-person or video-recorded interviews, and by e-mail or letter writing. The stories will be amplified as part of coordinated campaigns through social media, earned media, micro-sites or NCJC website.

Over the course of the fellowship, the fellow will:

- Implement quantitative and/or qualitative research, including data collection and analysis.
- Publish a comprehensive report on tenant screening practices in North Carolina that identifies barriers for tenants. The report will include stories of impacted individuals.
- Develop model policy language for state decision makers, and local decision makers in two to three target localities.
- Disseminate research findings and policy recommendations to the general public, members, and

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partners through written reports and blogs, visualizations, and other means.

The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

**Responsibilities and tasks:**

- Conduct research and produce a comprehensive report on the landscape of affordable housing in NC, with a focus on tenant screening practices, including barriers, challenges, and economic impacts.
- Develop policy recommendations and models for best practices.
- Facilitate high-quality dialogue among, and between, directly impacted people, decision-makers, and other stakeholders about the impact of identified barriers.
- Develop model policy language for state decision makers, and local decision makers in two to three target localities. The policy recommendations will be informed by impacted tenants.
- Work with statewide housing coalitions, advocates, and other key stakeholders to inform the research and advocacy and share information learned.
- Work with NCJC staff to develop a campaign plan, identifying strategies, tactics, targets and stakeholders, to advance policy change.
- Participate in NCJC's staff meetings, staff training, working groups, race equity initiatives, and other events and activities.
- Other projects around housing policies may be assigned, depending on available time, and interest of the fellow.

**Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Experience with gathering and analyzing qualitative data.
- Commitment to social justice.
- Strong analytical, writing and oral and interpersonal communication skills.
- Project management skills, including managing project timelines and documenting project progress.
- Proficiency in Microsoft Office suite.

*Preferred:*

- Experience engaging in racial justice and gender equity efforts.
- Knowledge of or interest in affordable housing policies and issues.
- Experience or familiarity with participatory democracy, participatory action research, and/or popular education.
- Experience writing educational materials for a nonacademic audience.

**APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Community Advocacy Manager
<b>Organization</b>	Open Communities
<b>Location</b>	Evanston, IL
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

[Open Communities](#)' (OC) focus is protecting the human right to fair housing. OC is rooted in the Civil Rights Movement when local women and interfaith leaders in Chicago's suburbs organized the North Shore Summer Project to protest housing discrimination. Rev. Dr. Martin Luther King, Jr. spoke at their 1965 rally in Winnetka to a crowd of 10,000. For over 50 years, OC has been dedicated to advancing housing equity as an essential component of social and racial justice. Our country's history of racism and discrimination in housing policies and practices created the segregation that continues to harm our communities today. Open Communities works to eradicate housing discrimination and unjust practices that perpetuate segregation and inequity. We foster thriving, inclusive communities through fair housing enforcement, housing counseling, education, outreach, and advocacy.

As a designated fair housing enforcement agency, we advocate for individuals facing housing discrimination and hold violators accountable as we work for systemic change. We educate and activate the community to influence municipal policies to support tenants' rights and increase attainable housing options. Our HUD-certified housing counselors help clients keep their homes when faced with eviction, foreclosure, or economic marginalization. We also support clients to become homeowners, build generational wealth, and shrink the racial wealth gap. Housing is an essential need we all share. Stable housing is a key social determinant of health and homeownership is a cornerstone of wealth building in our nation. Addressing the daily impacts and ongoing inequities embedded through generations of harmful housing practices and policies is essential to building social justice and creating communities we can all call home.

## POSITION DESCRIPTION

We stand at a critical juncture. Housing costs are swiftly rising while large property managers and developers are influencing local decisions that affect our human right to housing. Open Communities urgently needs increased capacity for community engagement to create a grassroots movement for change. Many of our neighbors who are marginalized due to intersecting identities including race, ethnicity, immigration status, sex, gender, sexual orientation, age, income, and disability, are also starkly underrepresented in local decision-making on these issues. These community members must be mobilized and included in directing local housing policies that will affect us all for generations.

OC seeks a Community Advocacy Manager (CAM) to join our Fair Housing Department to build and launch a robust, community-centered advocacy program to fuel our housing justice campaigns. The CAM will strengthen connections to local community leaders and recruit neighborhood participants and volunteers to amplify voices and build coalitions working toward housing justice initiatives. Utilizing ethical story-gathering practices, the CAM will conduct a local housing needs assessment to collect and synthesize neighborhood-level qualitative data within a historical context. Strong persuasive writing and research skills will help the CAM craft position papers incorporating community voice and housing data to direct effective housing advocacy campaigns. In conjunction with our fair housing team and advocates, the CAM will attend municipal meetings to educate decision-makers on community needs and housing

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research. Reporting to our Director of Fair Housing, the CAM will develop and manage this multifaceted community engagement, needs assessment, and advocacy mobilization project, impacting local housing rights and availability for more inclusive communities. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

**Responsibilities and tasks:**

- Develop volunteer and advocate program infrastructure in collaboration with our Data Specialist.
- Strengthen outreach to underrepresented groups and amplify community voices by identifying and connecting with 8-12 new volunteer Community Ambassadors (CAs) in target communities.
- Conduct and supervise a qualitative, hyperlocal housing needs assessment with CAs using surveys, 1:1 interviews, and small group community discussions on housing concerns.
- Synthesize qualitative data to identify themes and inform direction for housing policy campaigns.
- Frame housing advocacy efforts by writing at least 2 policy papers on salient housing issues informed by community needs assessment input, data-driven research, and historical context.
- Track changing federal, state, and county regulations' impact on municipal decisions and policies to inform technical assistance and education of local decision-makers.
- Present findings with the Director of Fair Housing to educate the community and policymakers.
- Recruit and mobilize neighbor advocates by crafting online petitions, communicating strategy with e-blasts and organizing tools/documents, facilitating storytelling, and coordinating campaigns at municipal and other public meetings to impact local policies.

**Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Passion for equity and inclusive communities, dedication to ethical, humanistic engagement.
- Excellent communication skills in speaking, facilitation, interviewing, writing, and presentation.
- Excellent project management skills: team management, organization, and attention to detail.
- Ability to combine basic numerical data with interpretive storytelling through qualitative research and data collection.
- Qualitative data analysis skills: ability to find themes in personal narratives and integrate research to support positions; ability to synthesize results for a non-specialist audience.
- Comfort engaging directly with community members, policymakers, advocates, and volunteers.
- Experience working across differences and willingness to engage in personal reflection.
- Desire to learn, grow, and collaborate in a team setting while being independently motivated.

*Preferred:*

- Professional or volunteer experience in housing justice work, civic engagement, legislative advocacy, or coalition building.
- Basic skills in statistical analysis and/or experience with mapping software (training available).
- Fluency in Spanish is a plus.

**APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Narrative and Opinion Researcher
<b>Organization</b>	ReThink Media
<b>Location</b>	Remote (based in the US)
<b>Stipend</b>	\$70,000 in the first year, \$72,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

[ReThink Media](#) is a nonprofit organization committed to advancing equity, justice, and inclusion by transforming how critical social justice issues are communicated to the public. Since its founding nearly 20 years ago, ReThink Media has supported advocacy movements in building strategic media and messaging capacity to amplify their work and drive policy change.

We currently focus on three core issue areas: voting rights and inclusive democracy, rights and inclusion (supporting Black, Arab, Middle Eastern, Muslim, Sikh, and South Asian communities in the US), and peace and security (with an emphasis on reducing U.S. militarism and the threat of nuclear weapons). By conducting rigorous media analysis, strategic messaging, and building coalitions, we help underrepresented voices and organizations gain visibility and influence. Through hands-on training, tailored communications tools, and partnerships with advocacy groups, we work to build stronger, more collaborative movements.

## POSITION DESCRIPTION

The Narrative and Opinion Researcher will serve as a key member of ReThink Media's Research & Analysis team, applying their humanistic expertise to analyze media narratives and public opinion trends. This role will directly contribute to ReThink's mission of advancing peace and justice by ensuring that advocacy campaigns are informed by in-depth, actionable research. The fellow will be directly supervised by the Associate Director of Research & Analysis. Weekly one-on-one meetings will provide consistent opportunities for guidance, feedback, and professional development.

Additionally, the fellow will collaborate closely with other staff through weekly team meetings, biweekly cross-team project check-ins, and regular virtual social events to foster connection. To support integration into ReThink Media's fully remote workplace, the fellow will participate in a comprehensive onboarding process, receive access to robust collaboration tools, and participate in the internal professional development trainings provided to all staff. They will also travel 2-3 times a year to attend periodic in-person retreats and conferences, offering additional opportunities for connection and professional growth. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

## Responsibilities and tasks:

The fellow will contribute to key projects and create tangible deliverables that directly impact ReThink Media's advocacy efforts. These include:

- **Media content analysis:** Produce analyses of media coverage on topics such as U.S. nuclear weapons policy, voter suppression, and human rights advocacy. Deliverables may include:
  - Detailed reports highlighting narrative trends, framing biases, and representation of underrepresented voices.
  - Recommendations for strategic messaging and media outreach based on research findings.

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- **Opinion research:** Design and implement qualitative and quantitative research projects, such as:
  - Survey research to measure public attitudes toward ReThink’s core issues, including trust in democracy or perspectives on militarism.
  - Focus group studies that explore audience reactions to messaging strategies.
- **Narrative development:** Collaborate with program teams to craft messaging guides, including:
  - Frameworks that amplify the voices of marginalized communities and propose equitable narrative alternatives.
  - Case studies that demonstrate the effectiveness of reframing efforts in public discourse.
- **Advocacy materials:** Support campaigns by producing polished communication outputs such as:
  - Research briefs tailored for advocacy partners and stakeholders.
  - Blog posts or opinion pieces that translate findings into compelling public narratives and/or communications strategy recommendations.
- **Spokesperson training:** Assist in developing training materials and feedback tools to strengthen advocates’ storytelling and public messaging skills.

ReThink Media’s research work supports the larger mission of the organization and usually involves one or more additional team; it is collaborative by nature, offering exposure to many political/social issues and the opportunity to work with nearly everyone on staff. The fellow will meet with colleagues from other teams to discuss project scopes, status updates, findings, and deliverables. At key project junctures, the fellow will be expected to present or co-present findings or ideas to colleagues in a casual but professional environment. The fellow will also be expected to give and solicit constructive feedback.

#### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Strong qualitative research skills, including content and/or discourse analysis and synthesis of complex ideas.
- Excellent written and oral communication abilities.
- Capacity for collaboration across diverse teams and issue areas.
- Commitment to social justice and equity in research and advocacy.
- Interest in learning qualitative coding, survey research methods, and data visualization. Training will be provided.

#### *Preferred:*

- Experience in public communications, storytelling, or advocacy work, whether professionally or on a volunteer basis.

#### **APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Research and Policy Director
<b>Organization</b>	Sojourner House
<b>Location</b>	Providence, RI
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

[Sojourner House](#) is a comprehensive domestic violence and sexual assault agency in Rhode Island that provides residential, educational, and community-based interventions to families and individuals impacted by abuse. Our goal is to help our clients to find safety, overcome trauma, and work toward the wellbeing for themselves and their children. Our programs operate statewide, and we have offices in Providence and Woonsocket.

We offer a continuum of shelter and housing programs along with trauma-informed supportive services such as counseling, support groups, immigration advocacy, financial education, and programs for children. We are one of the few domestic violence organizations in the country to be developing affordable housing units for victims of abuse. We also work towards systems-level change by educating other service providers, young people, and community members about healthy relationships, the dynamics of abuse, and how to best support victims.

We respect each client's right to pursue their own path toward healing, according to their needs, readiness and choices. All of our programs work from the premise that violence is an unacceptable means to solving interpersonal conflict, and we encourage only non-violent methods of working out conflicts.

## POSITION DESCRIPTION

Sojourner House seeks a Research and Policy Director who will serve as a critical bridge between the affordable housing direct services that the agency provides and the research and policy issues in the field. There is a unique and urgent need to prioritize permanent and affordable housing options for survivors of domestic violence, sexual assault, and human trafficking. The direct services that Sojourner House provides—coupled with the housing development work we have undertaken to increase the inventory of affordable housing units in Rhode Island—are having a tangible impact on the lives of the families we serve. However, direct services alone are insufficient without consistent advocacy for policies that support long-term housing for survivors. The fellow's work will directly impact Sojourner House programs and our work in Rhode Island, but the intent is to also share the results more broadly within the field through the development of a digital Resource Hub. The position will be housed within the Administrative Team at Sojourner House and report to the CEO. The fellow will work closely with other administrative and program staff as well as with the organization's policy consultant. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

### Responsibilities and tasks:

- Research best practices in survivor-centered housing programs.
- Research state and federal housing policies that affect affordable housing for survivors and identify policy reforms to enhance permanent housing solutions.
- Employ qualitative methods (interviews, open-ended questionnaires, observation, etc.) to gather information from survivors, Sojourner House staff, and other key informants to improve understanding of the subjective experiences and meanings survivors ascribe to their lives.

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- Create compelling narratives that convey the real-world impact of policies and demonstrate how housing stability transforms the lives of survivors.
- Analyze data collected by Sojourner House programs and other stakeholder organizations to support policy reforms.
- Contribute to the development of an advocacy strategic plan by participating as a staff member of the Policy Subcommittee of the Sojourner House Board of Directors.
- Curate a digital Resource Hub of toolkits, case studies, and policy briefs that would be made available to organizations across the country.

### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Experience or interest in working in or with nonprofits, governments, or community organizations.
- Able to effectively communicate with professionals, clients, and the community, good interpersonal skills, ability to form new relationships and willingness to represent Sojourner House to new contacts.
- Discretion, sensitivity in handling confidential information.
- Alignment with Sojourner House values such as self-empowerment and the strengths inherent in diversity of cultures, lifestyles, and ideas.
- Commitment to gender equality and improving the lives of survivors of domestic violence and sexual assault.

### *Preferred:*

- Skills in research, policy analysis, data analysis, digital humanities, storytelling, and/or planning.
- Experience or interest in working in or with nonprofits, governments, or community organizations.
- Familiarity with domestic violence, sexual assault, and gender/sexuality issues (training will be provided).
- Familiarity with trauma-informed and harm reduction practices (training will be provided).

### **APPLICATIONS**

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System ([ofa.acls.org](https://ofa.acls.org))
- Application deadline: 9 PM EDT, March 12, 2025.

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You may *not* contact the host institution to inquire about this position.





# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Policy Researcher
<b>Organization</b>	The Afiya Center
<b>Location</b>	Dallas, TX
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

[The Afiya Center](#) (TAC) was founded to transform the lives of Black womxn and girls by addressing the unique challenges they face and mobilizing their communities to advocate for sound social policies. Our mission is to engage with Black womxn, girls, femmes, and transgender/gender non-conforming (TGNC) individuals in ways that honor their traditions while introducing innovative approaches in HIV prevention, public health, and reproductive justice spaces. Our work is rooted in understanding that true racial and gender justice requires directly confronting anti-Black racism, which is the driving force behind generational poverty, political disenfranchisement, over-policing, and poor health outcomes in Black communities. Our approach utilizes the Reproductive Justice (RJ) framework, which allows us to link reproductive oppression to public health and economic disparities that impact womxn and girls at the intersections of race, class, and gender. TAC's programming consists of Policy & Organizing, HIV Programs, Birth Justice Programs and the Birth Center, and a newly established Research Alliance.

Through our work, we aim to ensure that Black pregnancy-capable people in Texas have the right to full bodily autonomy, access to comprehensive reproductive healthcare, and the ability to make decisions about their own reproductive lives free from fear, stigma, or discrimination. Our focus on providing culturally competent care, amplifying community voices, and advocating for systemic change makes TAC uniquely positioned to implement innovative, community-driven approaches to reproductive justice and HIV prevention. We have built a reputation as a trusted partner, leader, and advocate for Black womxn, girls, femmes, and TGNC individuals, and we are committed to continuing this work to foster sustainable, long-term change in the communities we serve.

## POSITION DESCRIPTION

The Afiya Center seeks a Policy Researcher to support its ongoing advocacy efforts and research partnership. The position will also support organizational programming, community engagement, and internal program evaluation as needed. The policy researcher will report to the Director of Policy and Interim Deputy Director. The fellowship term will focus on prioritizing two major advocacy campaigns and assisting in conducting research in the existing Livable Black Futures Research Collective with an emphasis on health science data-driven research projects. The policy researcher is responsible for in-depth research in support of assigned campaigns. This position will support reproductive justice reform and voter advocacy campaign efforts in Dallas and Greater Texas. The researcher will develop and execute a research work plan that reflects campaign objectives working jointly with their direct supervisor, organizing leads, and research leads.

This work will include:

- Exploratory policy research, data gathering, and analysis.
- Disseminating data/research outcomes via reports, publications, presentations, infographics, and talking points tailored to a wide audience.
- Co-creating advocacy campaign materials (including reports), and community education tools and activities.

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- Compiling data on existing city, county, state, and federal priorities around reproductive justice issues.
- Collaborating with the research team to study participants' lived experiences and attitudes regarding issues related to TAC advocacy campaigns.
- Serving as the staff coordinator of the community centered Black Womxn's Think Tank.
- Co-designing and implementing curriculum for the Reproductive Justice Institute, Advocacy Day Initiatives, and Texas Black Womxn's Reproductive Justice Summit.
- Collaborate with TAC staff and research team members to evaluate the impact of policy/organizing and advocacy efforts.
- Attending and assisting with general organizational planning and events as needed.

The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

#### **Responsibilities and tasks:**

- Maintain positive relationships with TAC staff, affiliates of the research alliance, community partners, and members.
- Serve as a leading author and editor of the State of Black Womxn Report.
- Co-coordinate planning and execution of the 2026 TXBWRJ Summit and 2025 Advocacy Day.
- Under supervisor guidance, oversee community stakeholder/CAB operations via the Black Womxn's Think Tank and RJ Institute.
- Support Livable Black Futures and ongoing research efforts.
- Collaborate with research alliance members to disseminate data findings via publication, presentation, and other communications methods.

#### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Proficiency in applying qualitative research methods (i.e. thematic analysis, literature review, ethnography, focus groups, interview, oral history).
- Strong work ethic, willing to take initiative and complete tasks in a timely manner.
- Ability to work independently and collaboratively with limited supervision.
- Adaptable to working in a fast-paced and dynamic environment.
- Excellent organizational, oral and written communication, and interpersonal skills.

#### *Preferred:*

- Knowledge and ability to apply reproductive justice, womanist, Africana, social justice and other related cultural theories.
- Thinks critically and conceptualizes research/work with consideration of anti-Blackness and its impacts specific to the experiences of African diasporic individuals.

#### **APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Outreach Effectiveness Program Manager
<b>Organization</b>	The Community
<b>Location</b>	Milwaukee, WI
<b>Stipend</b>	\$72,000 in the first year, \$74,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds and relocation funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

Shannon Ross, [The Community](#)'s Executive Director, began writing the first newsletter in 2014 during his incarceration as a means of distributing news, resources, opportunities, encouragement, and information across the state-wide prison system. With the support of family and friends, Shannon was able to turn The Community into a fully-fledged 501(c)(3) non-profit upon his release in 2020. Today, The Community employs six individuals that continue to serve the entire Wisconsin prison system with the most widely read publication in the Wisconsin Department of Corrections. The Community also works to Correct the Narrative that exists around incarcerated and formerly incarcerated individuals by showcasing their successes, humanity and agency through storytelling, videos, podcasts and annual celebrations. The Community has partnered with The Medical College of Wisconsin to produce health newsletters for the incarcerated population and collaborates with the Medical College of Wisconsin to train 20 incarcerated people in a custom pre-apprenticeship for Community Health Workers. The Community has made many connections with similarly focused national organizations who are all jointly exploring the possibility of hosting a collective, national Narrative conference.

## POSITION DESCRIPTION

The Community is seeking a passionate and detail-oriented Outreach Effectiveness Manager to lead research and messaging efforts that center on supporting incarcerated individuals, their families, and communities. This role combines a deep commitment to justice with the strategic insight needed to address harmful narratives about incarceration and advocate for transformative change.

This work goes beyond reshaping public narratives; it directly impacts lives by equipping incarcerated individuals and their loved ones with tools to advocate for themselves. By addressing harmful stereotypes, the Outreach Effectiveness Manager plays a pivotal role in creating pathways for justice, equity, and systemic change. Outreach Effectiveness experience is not required and will be developed during the fellowship. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

## Responsibilities and tasks:

- Research and Analysis
  - Conduct comprehensive research on best practices for narrative and storytelling work involving incarcerated and formerly incarcerated individuals.
  - Analyze demographic responses to different messaging strategies and develop tailored approaches to engage various audiences effectively.
  - Identify cultural, social, and psychological factors influencing receptivity to narrative work involving formerly incarcerated individuals.
- Narrative Development and Strategy
  - Work with the Executive Director and the Director of Correcting the Narrative Campaign to design messaging strategies to reshape public perceptions and dismantle harmful stereotypes about incarceration.
  - Create a practical blueprint to amplify narratives of resilience, equity, and transformation.

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- Pre-Entry Advocacy and Preparation
  - Collaborate with colleagues, partners and stakeholders to support incarcerated individuals in maximizing their time during incarceration.
  - Develop resources and strategies to empower incarcerated individuals in preparing for successful reentry into society, including communication tools and narrative skills.
- Family and Community Support
  - Equip the families and friends of incarcerated individuals with tools and messaging strategies to advocate for and speak about their loved ones effectively.
  - Work to foster a community-wide understanding of the systemic issues underlying incarceration and promote justice-oriented solutions.
- Impactful Change and Systems Advocacy
  - Ensure that the work informs broader advocacy efforts aimed at transforming public attitudes and influencing the operation of carceral systems toward more humane and equitable outcomes.

### **Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Strong understanding of social justice issues, particularly around the narrative that exists for incarcerated or formerly incarcerated individuals.
- Demonstrated ability to conduct qualitative research.
- Strong analytical and critical thinking skills.
- Strong written and verbal communication skills, with the ability to present complex ideas in a clear and accessible manner.
- Empathy and cultural sensitivity.
- Ability to work collaboratively across diverse teams and communities.
- Strong organizational skills and attention to detail.
- Creative problem-solving and adaptability.

### *Preferred:*

- Experience working with directly impacted communities, particularly incarcerated or formerly incarcerated individuals.
- Experience in research, storytelling, communications, or advocacy work, particularly related to criminal justice reform, re-entry, or community-based organizations.

### **APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Strategic Programs Manager
<b>Organization</b>	The Petey Greene Program
<b>Location</b>	Remote (based in the US)
<b>Stipend</b>	\$70,000 in the first year, \$72,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

The [Petey Greene Program](#) (PGP) is the largest provider of tutoring and academic support services in carceral and reentry settings in the US. We support the academic and career goals of incarcerated and formerly incarcerated people through high-quality tutoring and other academic programs, while educating our volunteers and the public on the manifest injustice in our carceral system. We envision a world in which all people directly impacted by the criminal legal system have access to high-quality educational programming. The Petey Greene Program will inspire our alumni to become advocates and leaders in transforming the criminal legal system. Since its founding in 2008, the PGP has served more than 19,000 incarcerated and formerly incarcerated students, through partnerships with 130 correctional facilities and reentry programs across seven northeastern states. Our 2024-2028 strategic plan lays out a path to expand our organization beyond our current footprint, while continuing to diversify our programs. To foster this growth, in 2024 the PGP created a new research and strategy division, the Puttkammer Center for Educational Justice and Equity. The Center combines research, pilot program development, and evaluation, with the goal of helping the PGP grow in a strategic and sustainable way, while serving as a catalyst for research and policy proposals that promote access to high quality education behind and beyond bars.

## POSITION DESCRIPTION

In its first decade, the PGP focused on providing tutoring for incarcerated adult learners pursuing their high school equivalency or engaged in adult basic education classwork. Since 2020, we diversified our offerings and the populations we serve by creating a College Bridge program and by providing tutoring as a component of wraparound reentry and diversion programs. Over the next four years we will develop a broader array of programs that build on our core model of academic tutoring to address the individualized and diverse academic needs of people impacted by the criminal legal system. Key unmet needs that have emerged via insights from students, partners, funders and policymakers include digital literacy, programming in Spanish and English language learning courses, training programs that professionalize and support incarcerated scholars serving as tutors in their facilities, and academic support for workforce development programs.

The Strategic Programs Manager will play a key role in this expansion, working closely with the Executive Director of the Puttkammer Center to develop and pilot scalable evidence-based programs that center the voices and needs of incarcerated and formerly incarcerated students. They will utilize humanistic, system-based approaches to problem solving, applying their training in the humanities to identify trends in qualitative data and make sense of large bodies of information. In particular, the Strategic Programs Manager will conduct landscape analysis and needs assessments to identify gaps and expansion opportunities in the PGP's existing programming. Building on this analysis, they will collaborate with the PGP's national and regional staff to develop and pilot new programs, evaluate them, and design scaling strategies to replicate successful pilots within the organization. Similarly, they will work to identify successful practices and initiatives already implemented by the PGP's offices at the local level and codify them into scalable models. Finally, the Strategic Programs Manager will collaborate with the PGP's communications team and the Evaluation and Development Manager to write reports, articles,

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and position papers that disseminate best practices and lessons learned to the broader field of education in prison. The Strategic Programs Manager will be part of the Puttkammer Center for Educational Justice and Equity, reporting directly to the Center's Executive Director, and working collaboratively with researchers as well as program and business development staff. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

**Responsibilities and tasks:**

- Conduct landscape analysis to identify expansion opportunities, with a focus on digital literacy, English language learning, college readiness, and academic support for workforce development programs.
- In collaboration with the ED of the Puttkammer Center, develop new pilot programs in the above-mentioned areas that address unmet student needs (1-2 pilots per year).
- Collaborate with the PGP regional staff to oversee pilot program implementation, recruiting volunteers and students as well as securing buy-in from correctional facilities and partner organizations.
- Evaluate existing and new pilots and codify successful program models, creating tools and guidelines that will inform their replication at scale across the organization.
- Develop tools and practices to consistently engage incarcerated and formerly incarcerated students in program development and evaluation (including protocols for focus groups and engagement sessions, surveys, and collaborative program development guides).
- Disseminate best practices through reports, articles, conference presentations, and trainings.

**Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Interest in the criminal legal system and the carceral state.
- Resourcefulness and problem-solving skills.
- Proven ability to work independently and collaboratively.
- Strong communication skills, both oral and written.

*Preferred:*

- Knowledge or interest in qualitative research and participatory research methods.
- Experience in writing for a non-academic audience.
- We welcome applications from system-impacted scholars.

**APPLICATIONS**

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# ACLS Leading Edge Fellowship 2025

<b>Position Title</b>	Qualitative Research Manager
<b>Organization</b>	UpTogether
<b>Location</b>	Remote (based in the US)
<b>Stipend</b>	\$70,000 in the first year, \$72,000 in the second year
<b>Benefits</b>	Access to employer health insurance. Professional development funds provided by ACLS.
<b>Start Date</b>	September 2025

## ORGANIZATION DESCRIPTION

Founded in 2001, [UpTogether](#) is a national 501(c)3 nonprofit organization working to disrupt the status quo approach to ending poverty. Our vision is to change policies, systems, and underlying beliefs so that all people in the United States are seen and invested in their strengths and can build power, reinforce their autonomy, and drive their own economic and social mobility. We do this by activating our mission of investing in people in historically undervalued communities and amplifying their lived experiences, working together to influence policies and change systems so everyone can achieve financial freedom. For over 20 years, UpTogether has pioneered an approach to socioeconomic mobility centered on direct investment in people and families anchored in three core principles: Community, which recognizes and facilitates the natural exchange of social capital between people; Capital, which provides direct cash transfers to enable self-directed investment; and Choice, which honors people as experts in their own lives by offering unrestricted, unconditional financial support—all guided by the fundamental belief that people know what is best for themselves and their situation.

At UpTogether, we believe that poverty is a policy choice, not a personal failure. By challenging approaches to solving poverty and advocating for systems change, we're building a future where government and philanthropy trust and invest directly in people's innate capacity to drive their own economic mobility.

## POSITION DESCRIPTION

After listening to and learning from hundreds of thousands of members over 20+ years, UpTogether knows that people can and will move up together when they are recognized for their initiative and supported in their self-determination. The Qualitative Research Manager will advance our systems-change movement by amplifying the experience of guaranteed income recipients, using qualitative data to elevate the power of investing in people's strengths rather than emphasizing deficits. Through interpretive analysis of member experiences, they will help build evidence for policies that trust and invest in people's capacity to drive their own social and economic mobility.

The Qualitative Research Manager will be key in bringing deep qualitative expertise to our Learning and Product team, helping us unlock insights from our extensive archive of historical and current member data. This data, shared by recipients of guaranteed income, captures member experiences navigating economic mobility, using resources to achieve personal and financial goals, building community, and overcoming systemic barriers. The Qualitative Research Manager will develop systematic approaches to organizing and analyzing over 20 years of qualitative data, creating frameworks to reveal patterns and innovations across member experiences. Working collaboratively with the Learning and Product team and under the direct supervision of the Senior Survey Research Manager, the Qualitative Research Manager will integrate qualitative research with quantitative data points to strengthen UpTogether's evidence base for guaranteed income as a cornerstone of the United States' economic policy. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

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**Responsibilities and tasks:**

- Refine and adapt existing data visualization tools to integrate qualitative data, creating a searchable framework that supports storytelling, analysis, and policy development.
- Lead longitudinal analysis of archival qualitative data to identify patterns and themes in member experiences.
- Develop storytelling tools that transform qualitative data into compelling narratives for external audiences.
- Contribute to building ethically minded strategies and tools for text analysis, drawing on principles of cultural humility, interpretive skills, and a humanistic perspective to highlight member narratives while preserving voice and context.
- Collaborate with the Learning and Product team on projects with government and philanthropic partners to amplify members' voices.

**Qualifications:**

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Knowledge of United States economic mobility and anti-poverty initiatives.
- Strong interest in collaborative, cross-functional research development, analysis, and delivery.
- Experience conducting research that examines changes over time, with the ability to situate findings within broader historical and social contexts.
- Demonstrated commitment to, or passion for, our mission; deep belief and trust in the innate capabilities of low-income families and communities and a willingness to engage in conversations aimed at addressing erroneous stereotypes about people facing financial hardship and people of color.
- Strong commitment to anti-racism and demonstrated interest in helping build systems that advance racial equity.
- Any level of familiarity with, or a willingness to learn R. This position is designed to be accessible to PhDs across disciplines, and we will provide training to ensure the fellow is confident in developing skills as needed.
- Interest in managing and analyzing large qualitative datasets.

*Preferred:*

- Knowledge of digital humanities.
- A desire to bring humanistic approaches to questions of algorithmic bias and automated text analysis.

**APPLICATIONS**

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