

Imago Global Grassroots 2025 Fellowship Opportunities

ABOUT US

Imago works with mission driven organizations around the world to scale up impact in a way that respects their unique identity, values, and context. Our work seeks to support organizations in unlocking constraints that may hold them back, including articulating a strong theory of change, creating a sustainable business model, nurturing a culture of evaluation and learning, embracing an agile way of working, and enabling collective leadership.

Since 2014, Imago has successfully supported some of the most iconic organizations around the world, such as SEWA and Pratham in India, Teaching at the Right Level and Solar Sisters in Africa, Lever for Change and UN Women globally, and Financiera Sustentable and Fundación Paraguaya in Latin America. We have partnered with over 70 organizations in 12 countries that together impact the lives of more than 12 million people, mostly women¹.

SUMMER FELLOWSHIP

The Imago Summer Fellowship Program is a 40-hour per week, 8–12-week opportunity for inquisitive, and entrepreneurial graduate-level students who are working towards a graduate degree in international development, business administration, or a related field. Based on their unique skill sets and interests, fellows are matched with an Imago office/project team² and assigned to one or multiple projects in one of the Imago offices.

The project(s) will focus on a particular challenge in an organization’s scale up process. This could include developing knowledge products that provide insight on our clients’ processes and theories of change, market analyses and product testing, unpacking scaling up pathways, among others. The fellowship will begin with an in-person onboarding process (likely in Washington D.C.) to learn about Imago's approach and way of working, take an in-depth look into the client(s) within whom they will be working, and understand the activities that will be undertaken throughout their fellowship.

Imago’s current available fellowship positions include:

Imago India Office (4 fellowship positions).....4

¹ Visit <https://imagogg.org/> for more information.

² The specific assignment of a fellow to a client or project will happen during the application process and will be based on the applicant’s skill set, fit with the organization and personal interest. The possibilities described below are to provide applicants with the most accurate information available now, but do not exhaust possibilities. Flexibility is also highly desired from Imago fellows. As a dynamic environment, Imago projects might be subject to change or additions since the drafting of these ToRs.

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The details for each of the 2025 summer fellowship opportunities are included at the end of the document.

QUALIFICATIONS

- Current graduate-level student in a field related to international development or business administration.
- Background in Economics or related areas
- Experience living or working in a developing country.
- Data management skills strongly desired
- Experience working with communities or social enterprises is strongly desired.
- Knowledge of Spanish, Portuguese and/or Hindi is strongly desired.
- Commitment to working with poor and vulnerable communities to help them become agents of their own destiny.

TERMS AND LOGISTICS

- Imago can provide a modest stipend for students who do not receive any financial assistance from their schools to cover a portion of their living expenses. The stipend will be allocated based on demonstrated financial need and the pool of applicants. The application form will collect information to help us make the decision.

- Imago strongly encourages students to apply for grants to cover travel and living expenses where applicable. Imago will support these applications with documentation, letters, etc., as needed.
- Apart from the modest stipend, Imago covers travel and food expenses for onboarding and field related work in-country.

APPLICATION PROCESS

1. Interested candidates must complete the following form and attach their CV in the space provided: <https://forms.office.com/r/LkB2CmcspQ>
2. If your application moves forward, you will have a first virtual interview and, if successful, a final interview with your potential program manager.

The application process will be **open between January 15th and February 17th, 2025**. **We will begin reviewing applications on a rolling basis after February 10th**, so we **highly encourage candidates to apply as soon as possible**.

Imago will hold information sessions in HKS, SIPA and Harris throughout January 2025. For other interested students, Imago will hold an **open information session on February 6th, 2025 at 12:00 pm EST through Zoom**.

Interested students on the Open information session can register here: <https://us02web.zoom.us/meeting/register/tZlvf--pqj0uE9baSkWf0NVscy6fpF6xOB-M>

For more information, please email arestrepo@imagogg.org.

IMAGO 2024 SUMMER FELLOWSHIP POSITIONS

Imago India Office (4 fellowship positions)

These are to be carried from Delhi,³ India, with availability for fieldwork travel within India. Fluency in Hindi is desired but not essential.

UNNAT. Scaling Up Women-Led Agri-business (2 fellowship positions)

The Self-Employed Women's Association (SEWA) is a union of self-employed women in India's informal sector, deeply grounded in Gandhian values, that has grown to more than 1.5 million members over the past 40 years. Imago has been working with SEWA for nearly ten years focusing on building the necessary pre-conditions for scaling in a way that is consistent with their values. Our work has included strategy work, capacity building, advice on IT, preparation for data integration and livelihood surveys.

Over the last few years, Imago has been scaling SEWA's innovative women-led, value-chain based model to integrate local agricultural value chains and provide additional income generating opportunities to rural women. Unnat works on establishing women-led agro-based enterprises that leverage market linkages through entrepreneurial networks of SHG women, supported by the National Rural Livelihood Mission, the Indian Government's flagship program aimed at alleviating poverty and increasing women's participation in rural India.

Last year, pilot enterprises were set up in Madhya Pradesh (MP) and Uttar Pradesh (UP) and the model was scaled to other locations in MP, UP and Jharkhand, with support from the Bill & Melinda Gates Foundation (BMGF). With buy-in from the state governments, and with continued support from BMGF, Imago is now scaling the Unnat model in 3 Indian states with the aim of operationalizing more than 100 enterprises over the next year.

Imago is currently looking for 2 fellows to join this project, one with a special focus on research and capturing the program's evolution, and the other focused on supporting implementation.

- Role:
 - Provide support to the regional lead and extended team in undertaking documenting cases of support for systems change including interviews, review of secondary data, link to empirical indicators of systems change in the program partner projects.
- Towards the end of fellowship, the candidate should have:
 - Developed a practical understanding of the steps involved in scaling up women owned enterprises.

³ Imago India Office maintains a "work from home" policy but will hold in person meetings during the summer fellowship process.

- Developed an understanding of how development interventions are designed and scaled up.
- Exposure to methods such as theory of change.
- Practical field exposure.
- Desired skills: stakeholder management, excellent verbal and written communication skills, highly organized, time management, goal setting, analytical thinking, attention to detail, data analysis. Previous experience or research skills are highly desired.

Co-impact. System diagnosis for organizations seeking systems change in India (1 fellowship position).

This is a three-year project with Co-impact that embarks on an in-depth system diagnosis of 15 organizations worldwide in their journey towards system change. Through this engagement, Imago will trace the organizational journey to shift the existing system by developing a deep understanding of the organization's contribution to system change, and how it unfolds in practice.

During the first stage of this three-year engagement, the fellow assigned to this project will focus on supporting the development of desk review and system interviews for program partners in India.

- Role:
 - Work closely with the research team in documenting systems change cases including interviews, review of secondary data, and link to empirical indicators of systems change in the program partner projects.
- Towards the end of fellowship, the candidate should have:
 - Exposure on the application of systems diagnosis for large scale interventions
 - Exposure to methods like process tracing and systems mapping in a mixed method research context.
 - Practical exposure to research information gathering process.
- Desired skills: excellent communication skills, highly organized and detailed oriented, excellent time management, analytical thinking and aptitude for research, interest or understanding of systems approaches.
- **Remote work is possible for this position.**

Imago India Office. Business strategy and development (1 fellowship position)

Imago's India team oversees managing all programs in the South Asian continent and is a pivotal part of Imago's growth and origins. As our work has continued to expand and diversify throughout India, more emphasis has been made on consolidating strategies and communications that enhance the magnitude of the impact that is being scaled.

The Fellow will play a pivotal role in our India office, contributing to the development of innovative strategies to explore new areas of work and potential opportunities. As

part of a non-profit organization that empowers grassroots entities to scale up, the Fellow will delve into the development landscape of India, identifying gaps and exploring how Imago can bring in solutions that drive sustainable growth and impact at the community level. The work would contribute to our external strategy for the next year.

- Role:
 - Help map the donor landscape and find overlapping areas with Imago's work in India.
 - Work with country and global leadership teams to create external collaterals.
 - Contribute on creating project templates for proposals by working with various project managers to create short narrative of the research and implementation projects in India.
- Towards the end of fellowship, the candidate should have:
 - Developed an understanding on how an organization working in development space operates in India.
 - Developed an understanding of donor landscape of India.
 - Worked closely with leadership team of a global nonprofit on country (India) specific strategy.
- Desired skills: stakeholder management, excellent communication skills, highly organized, time management, goal setting, analytical thinking.
- **Remote work is possible for this position.**

Imago Global Office (5 fellowship positions)

All positions may be filled from a remote location, but in person work might be encouraged in specific projects based on location.

Co-impact. System diagnosis for organizations seeking systems change in Africa (1 fellowship position).

This is a three-year project with Co-impact that embarks on an in-depth system diagnosis of 15 organizations worldwide in their journey towards system change. Through this engagement, Imago will trace the organizational journey to shift the existing system by developing a deep understanding of the organization's contribution to system change, and how it unfolds in practice.

During the first stage of this three-year engagement, the fellow assigned to this project will be focused on supporting the development of the desk review and system interviews for the Africa organizations selected.

- Role: Work closely with Africa senior program manager in documenting systems change cases including interviews, review of secondary data, and link to empirical indicators of systems change in the program partner projects.

- Towards the end of fellowship, the candidate should have:
 - Exposure on the application of systems diagnosis for large scale interventions
 - Exposure to methods like process tracing and systems mapping in a mixed method research context.
 - Practical exposure to research information gathering process.
- Desired skills: stakeholder management, excellent written and verbal communication skills, highly organized, time management, goal setting, analytical thinking.
- **Hybrid work from Kenya is possible for this position.**

IMAGO Knowledge Area. Harnessing program discoveries and learnings (1 fellowship position)

Imago's Knowledge team was created to consolidate our thinking and lessons on what it takes to support grassroots on scaling up and the varied challenges the process entails, to aggregate learnings across different projects accomplished over the last years, to develop new cutting-edge thinking and to make this knowledge widely accessible. Working with the Knowledge team will involve supporting the development of knowledge products in adaptive evaluation, system mapping, leadership or scaling-up, and supporting country office teams in the work with clients (especially projects that are currently facing challenges related to monitoring, learning and evaluation).

- Role:
 - Support documentation of ongoing knowledge products and/or critical harvesting sessions
 - Work closely with the Senior Knowledge Manager and Senior Knowledge Associate to systematize Imago's work as a learning organization.
- Towards the end of fellowship, the candidate should have:
 - Exposure and deepening of ideas around scaling up, adaptive evaluation, systems, and leadership across projects in Imago
 - Practical exposure to the research information gathering process.
- Desired skills: stakeholder management, excellent verbal and written communication skills, highly organized, time management, goal setting, analytical thinking, attention to detail, data analysis. Previous experience or research skills are highly desired.
- **Hybrid work from Washington DC is available for this position.**

Since 2021 Imago has also focused its work in-country hubs in Latin America, where it has developed relationships with varied organizations. These countries are:

Chile. Scaling up support to grassroots through second tier organizations (1 fellowship position)

As Imago's largest and rapidly growing country office in Latin America, our work in Chile has been concentrated in 3 types of projects:

Scaling up roadmap for local organizations: Since 2022 Imago has partnered with Fundación Olivo to co-create a scaling up roadmap for local organizations in a 1-year process. This process took place successfully in 2022-2023 with 2 local organizations (Araucaniaprende and Balloon Latam) and in 2023-2024 with 4 more organizations. Imago has also supported other organizaciones who have reached out individually in their strategy building for scaling up impact.

Scaling up course: As one of Imago's global office flagship products, the scaling up course is a 2-month immersive experience into Imago's scaling up framework, focusing on the basic theory and tools and organization needs to assess and guide their plans to scale up. The first edition of the course in Chile took place in 2023 with 5 organizations sponsored by the Fundación Colunga, with a second edition of the course taking place in 2024 with 8 organization sponsored by Reimagina/Efecto Colectivo, with a specific focus on the education sector.

Design evaluations: In 2024 Imago partnered with Fundación Olivo to implement design evaluations, with the aim of assessing the design of their grantees' interventions for future scale or consolidation. This product was born as a result of Imago's previous work in Chile through the scaling up roadmap, where we realized a lot of the obstacles organizations were facing to scale came from the design of the interventions.

The fellow in Chile will be assigned to a project according to the availability and interest shown, as well as the desired skills to improve.

- *Role:*
 - The selected fellow would support the country team (senior program manager and program managers) in both ongoing projects and planning of the in-country growth strategy. This includes, but is not limited to, data collection and analysis, report writing, client facing work, internal knowledge development and business development outreach.
 - **This is a hybrid position based in Santiago, Chile, with the option to work two days per week in Imago's Santiago office.**
- *Desired skills:* stakeholder management, excellent communication skills, highly organized, time management, goal setting, resource management, analytical thinking, **fluency in Spanish is required.**

Brazil. Using Adaptive evaluation to assess ongoing projects (1 fellowship position):

Our work in Brazil is currently concentrated in 3 ongoing areas, mostly focused on adaptive evaluation (Imago's innovative approach to evaluation for impact- you can read more about it [here](#)) :

CAEd. Imago is working with CAEd, the Center for Public Policy and Education Assessment from the Federal University of Juiz de Fora, and the Recife Education Department to apply adaptive evaluation techniques to assess return-to-classroom

policies in the State of Minas Gerais. The whole AE process is co-designed and co-implemented by Imago, CAEd and Minas Gerais' Education Department, which will allow for capacity building and long-term sustainability. The project includes four main components: diagnosis, design of the assessment and evaluation, data collection and interpretation.

Country Growth Strategy. As our work has continued to expand and diversify throughout Brazil, more emphasis has been made on consolidating strategies that enhance Imago's presence in the country. Imago has identified Brazil as a hub for social innovation and is currently developing a strategy to spearhead its growth and priorities in the territory.

The fellow in Brazil will be assigned to a project according to the availability and interest shown, as well as the desired skills to improve.

- *Role:*
 - The selected fellow would support the program manager in both ongoing projects and planning of the in-country growth strategy. This includes, but is not limited to, data analysis, research, evidence gathering and business development outreach.
 - The fellow working in Brazil will probably also be involved in business development activities in the country, including the elaboration of a landscape analysis through thematic areas such as climate change.
- **This is a hybrid position based in Sao Paulo, with availability for fieldwork travel within Brazil.**
- *Desired skills:* stakeholder management, excellent communication skills, analytical thinking, data analysis, previous experience working in development in Brazil in government or non-profit sector is a plus. **Fluency in Portuguese is required.**

Peru. FONCODES (1 fellowship position)

The Cooperation Fund for Social Development (FONCODES) is a national program of the Ministry of Development and Social Inclusion in Peru that aims at generating sustainable economic opportunities for rural households in extreme poverty. Since late 2024, Imago has been supporting FONCODES in strengthening their intervention model with rural entrepreneurs.

- *Role:*
 - The selected fellow will work together with the program manager in supporting FONCODES rural intervention model and the bridge with other government programs that support rural entrepreneurs.
 - The fellow working in Peru will probably also be involved in business development activities in the country, including the elaboration of a landscape analysis.

- This includes, but is not limited to, data analysis, research, evidence gathering and business development outreach.
- **This is a hybrid position with a key field component based from Cajamarca, Perú.**
- Towards the end of fellowship, the candidate should have:
- A deep understanding of rural entrepreneurship intervention models in Peru, including success and risk factors.
- An analytical view on the role of the rural entrepreneurship system in Peru and the different actors involved.
- An initial landscape analysis of potential growth opportunities for Imago in Peru.
- Desired skills: stakeholder management, great communication skills, data analysis skills, previous experience working in development in Latin America, previous experience with Peru's government and non-profit sector, previous experience in program management, previous experience with quantitative data, **fluency in Spanish is required.**