

## Imago Global Grassroots

### 2026 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 women<sup>1</sup>.

#### SUMMER FELLOWSHIP

The Imago Summer Fellowship Program is a 40-hour per week, 8-12-week opportunity for inquisitive, and entrepreneurial graduate-level students 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 team<sup>2</sup> 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 onboarding process 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.

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

<sup>2</sup> 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.

This year we have 9 available fellowship positions in projects or work streams across both our offices, including:

#### **In Imago's India Office (3 positions available):**

- UNNAT.
- Co-impact.

#### **In Imago's Global Office (6 positions available):**

- Knowledge Area
- Engaging with Multilaterals
- Chile
- Brazil
- Peru
- Co-impact.

The details for each of the 2026 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**

- **The Imago Summer Fellowship is an unpaid position.** 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.
- Imago covers travel and food expenses for onboarding and field related work in-country. Nonetheless, **Imago does not cover reallocation to summer work stations.**

- 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.

## APPLICATION PROCESS

1. Interested candidates must complete the following form and attach their CV in the space provided: <https://forms.office.com/r/wMMwOTWfRQ>
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 19<sup>th</sup> and February 18<sup>th</sup>, 2026**. **We will begin reviewing applications on a rolling basis after February 13<sup>th</sup>**, so we **highly encourage candidates to apply as soon as possible**.

Imago will hold information sessions and participate in virtual fairs in partner schools throughout January 2026. For other interested students, Imago will hold an **open information session on February 6<sup>th</sup>, 2026 at 12:00 pm EST through Zoom**.

Interested students on the Open information session can register here: <https://us02web.zoom.us/meeting/register/qibRkl3eRLyjiYrqnfWylg>

For more information, please email Andrea Tinjacá ([atinjaca@imagogg.org](mailto:atinjaca@imagogg.org)).

## IMAGO 2026 SUMMER FELLOWSHIP POSITIONS

### Imago India Office (3 fellowship positions)

These are to be carried from Delhi,<sup>3</sup> 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)

Imago has been scaling an innovative women-led, value-chain based model to integrate local agricultural value chains and provide additional income generating opportunities to rural women and supported by the learnings based on the experience of SEWA's implementation of the RUDI model. 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.
- 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.
- Towards the end of fellowship, the candidate should have:

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

- Developed a practical understanding of the steps involved in scaling up women owned enterprises.
- Developed an understanding of how development interventions are designed and scaled up.
- Exposure to working in a multi-disciplinary and multi-stakeholder environment.
- Leveraging Government mechanisms to scale interventions on women's economic empowerment in rural India. Practical field exposure.

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

This is a two and a half-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 second year of this engagement, the fellow assigned to this project will focus on understanding the contribution of different organizations to systems change by gathering qualitative and quantitative evidence used for process tracing. The fellow would also work with the Imago team to understand the role that organizations and funders play in supporting systems change.

- 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.
- Desired skills:
  - Stakeholder management.
  - Excellent verbal and written communication skills.
  - Highly organized and detail oriented.
  - Excellent time management.
  - Analytical thinking and aptitude for research.
  - Interest or understanding of systems approaches.
- 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.
- **Remote work is possible for this position.**

## Imago Global Office (5 fellowship positions)

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

This is a two and a half-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
- Desired skills:
  - Stakeholder management
  - Excellent written and verbal communication skills
  - Highly organized
  - Excellent time management
  - Goal setting
  - Analytical thinking.
- 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.
- **Hybrid work from Kenya is possible for this position.**

### **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 to systematize Imago's work as a learning organization.
- 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.
- 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.
- **Hybrid work from Washington DC is available for this position.**

**Multilaterals. Engaging in our work supporting multilateral organizations interested in scaling and systems change (1 fellowship position)**

At Imago, we engage mission driven organizations to build capacity and help scale impact in a way that respects their unique contexts and strengths. This includes multilateral organizations interested in scaling and systems change. Past work in this areas has included engagements with FAO and the World Bank, among others. These organizations can play an important, intermediary role with some having the ability to finance innovation and scaling up before it is enabled through larger avenues of support. Working with members of the global office, this position will involve providing analytical support, organizing information, and assisting in the creation of project materials.

- Role:
  - Conduct research, document reviews, and analytical synthesis to support project planning, diagnostics, and co-creation processes.
  - Develop clear summaries, insights, and draft materials for presentations, reports, workshops, and other client-facing or internal deliverables.

- Support project coordination, implementation and learning by organizing information flows, tracking emerging insights, and ensuring high-quality documentation.
- Desired skills:
  - Strong analytical and synthesis skills, with excellent written and verbal communication.
  - Highly organized, detail-oriented, and able to manage multiple tasks and timelines effectively.
  - Experience or familiarity with research methods (qualitative or quantitative) and comfort engaging with diverse stakeholders.
- Towards the end of fellowship, the candidate should have:
  - Practical exposure to project life cycles within scaling and systems-change projects.
  - Strengthened skills in analysis, synthesis, and translating complex information into actionable insights and coherent deliverables.
  - Deeper understanding of Imago's approaches and how they are applied in practice.
- **Hybrid work from Washington DC is available for this position.**

**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 4 types of projects:

**Scaling up roadmaps 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 organizations who have reached out individually in their strategy building to scaling up impact.

**Scaling up course:** As one of Imago's global office flagship products, the scaling up course is an 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.

**Scalability assessments:** As one of Imago's focus knowledge areas, the Chile office has developed and iterated scalability assessment tools and processes in practical scenarios to support organizations identify their path to scale, including organizations working to scale through the government.

**Design evaluations:** Since 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.
- *Desired skills:*
  - Stakeholder management
  - Excellent communication skills
  - Highly organized
  - Time management
  - Goal setting, resource management
  - Analytical thinking
  - **Fluency in Spanish is required**
- *Towards the end of fellowship, the candidate should have:*
  - Practical exposure to project life cycles within scaling and systems-change projects.
  - Strengthened skills in analysis, synthesis, and translating complex information into actionable insights and coherent deliverables.
  - Deeper understanding of Imago's approaches and how they are applied in practice.
- **This is a hybrid position based in Santiago, Chile, with the option to work two days per week in Imago's Santiago office.**

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

As one of Imago's growing country offices in Latin America, the summer fellow in Brazil would support our local team across three thematic areas:

**Technical support to Co-Impact projects:** Imago partners with Co-impact to strengthen government and civil society organizations in Brazil working on large scale human development agendas- enhancing delivery capabilities, generating evidence

and supporting continuous performance improvement. In this approach, adaptive evaluation, process tracing and the design and analysis of systems theories of change are central to identifying causal pathways, risks and opportunities for iterative learning.

**Collaboration across priority thematic areas:** Imago is expanding its work in Brazil across key themes such as urban economic inclusion, housing improvement, education and social protection — with a special focus on territories facing high socioeconomic vulnerability. This expansion requires stronger analytical capacity, solution design and support to local actors in order to achieve systemic outcomes over time.

**Contribution to strategy and business development in Brazil:** As Imago's portfolio grows in Brazil, Imago is shaping its country strategy to strengthen institutional positioning and expand high- impact partnerships. Understanding the ecosystem, identifying strategic opportunities and supporting relationship management are essential to this effort.

- *Role*
  - Conduct thematic analyses to support project design, implementation and learning
  - Collaborate with teams and partners working in diverse territories
  - Contribute to operational models and strategies for local solutions
  - Support stakeholder engagement with actors such as governments, NGOs, impact businesses and academia
  - Support ecosystem mapping, stakeholder analysis, and partnership opportunity identification
  - Contribute to strategic analyses and materials for donor and client engagement
  - Support the development of technical proposals (design, indicators, budget, narrative)
  - Produce reports, presentations, and institutional materials aimed at strengthening country positioning
  - Research national and international benchmarks related to business development and the social impact market
- *Desired skills*
  - Content knowledge or practical experience in at least one of the following: urban economic inclusion and housing education and human development local value chains and impact businesses gender equality and social protection.
  - Systems thinking and ability to operate across multiple decision-making levels.
  - Excellent communication skills (written and verbal) and facilitation skills when engaging diverse stakeholders.
  - Strong synthesis, analytical and communication skills.

- Ability to identify trends, opportunities and institutional fit.
- Proactivity and autonomy in advancing partnership processes.
- Strong organization, time-management abilities and attention to detail across deliverables.
- Genuine interest in work with low-income communities in Brazil.
- **Portuguese fluent; Spanish a plus; English preferred for global collaboration.**
- *Towards the end of fellowship, the candidate should have:*
  - Exposure on the application of systems diagnosis for large scale interventions
  - Practical exposure to project life cycles within scaling and systems-change projects.
  - Strengthened skills in analysis, synthesis, and translating complex information into actionable insights and coherent deliverables.
  - Deeper understanding of Imago's approaches and how they are applied in practice.
- **This is a Hybrid position based in São Paulo, with availability for fieldwork**

#### **Additional note**

We are open to candidates with either a more technical or a more strategic profile; we kindly ask applicants to indicate their primary area of interest when submitting their application.

#### **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 selected fellow will be directly involved in the implementation and monitoring of pilots that Imago is conducting in collaboration with the FONCODES territorial teams. This will include field visits in Cajamarca (Peru) to work with rural entrepreneurs and FONCODES teams.
  - The selected fellow will also support the articulation across government and non-government programs that support rural entrepreneurship in Peru, particularly in Cajamarca.

- The fellow working in Peru will probably also be involved in business development activities in the country, including the elaboration of a landscape analysis.
- Desired skills:
  - Stakeholder management
  - Great communication skills, data analysis skills
  - Previous experience working in rural development in Latin America
  - Previous experience with Peru's government and non-profit sector, previous experience in program management
  - Previous experience with quantitative and qualitative data
  - **Fluency in Spanish is required.**
- 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 of the rural entrepreneurship system in Peru and the different actors involved.
  - An initial landscape analysis of potential growth opportunities for Imago in Peru.
- **This is a hybrid position with a key field component based in Cajamarca, Peru.**