Greetings all,

The City of Richmond’s Human Resources Department has some exciting news to share! We have recently launched a new fellowship program and we are encouraging you to spread the word to your colleagues and recent graduates.

The City of Richmond Fellowship Program is designed to engage fellows in a full interactive group learning process while participating in projects and problem solving that contributes to more effective government and community partnership. The recruiting process will begin this week and close in mid-February. We encourage you and your staff to spread the word among your colleagues and associates and to anyone you know who has completed a relevant masters program in the past two years and would be a strong candidate.

A full day interview for the top 24 candidates is tentatively scheduled for March 23, 2012. The interview panel will include the department director or designee, along with representatives from Human Resources and individuals who will be responsible for supervising and mentoring the fellows. Final selections will be confirmed by the end of April, 2012 and fellowships begin on July 2, 2012.

**What is the Fellowship program all about?**

The City of Richmond Fellowship Program is a unique post-graduate opportunity for individuals interested in pursuing a career in public service. The program is designed to equip fellows to generate creative solutions for meaningful problems and to effectively engage them to achieve workable unity in pursuit of a common purpose. By training fellows in the operations of city government and encouraging them to remain in careers oriented towards public service, the program addresses the City’s need of attracting committed administrators and identifying future leaders.

Six fellows will be selected annually to rotate through 4-5 respective agencies for an eleven month assignment. Mondays through Thursdays they will participate in projects that address the department’s critical needs, while stretching themselves in life-changing ways that build their capabilities for servant leadership. Fridays will be reserved for seminars that will address issues related to public service.

**What will Fellows contribute to the City of Richmond?**

The City of Richmond fellows will draw upon their acquired knowledge and experience to design a project addressing a particular challenge or policy issue faced by the City of Richmond and aligned with the City of Richmond’s seven strategic Focus Areas as outlined in the Mayor’s Building a Better Richmond mission. At the end of the fellowship, project recommendations will be presented to senior officials. Fellows will also exchange new perspectives with current
employees, creating a diverse network of like-minded servant leaders who are equipped to shape the future of public service.

**What benefits will Fellows receive from participating in the City’s Fellowship program?**

In addition to a salary and on-the-job training in their host agencies, fellows will be assigned a mentor, given access to senior-level city officials throughout the program and participate in weekly educational and professional development seminars. Through the different avenues of training and learning, the program provides the opportunity and tools for development of skills and talents that prepare them for a future in public service.

For more information regarding the City’s Fellowship program, please contact Shanone Sport, Fellowship Program Coordinator at (804) 646-7728.

Regards,

*Shanone T. Sport*

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