

James C. Gaither Junior Fellows Program
2022-2023 Application Cycle

Applications must be received by January 14, 2022

The Carnegie Endowment for International Peace is a global network of policy research centers in Russia, China, Europe, the Middle East, India, and the United States. We are more than 150 thinkers and doers from diverse disciplines and perspectives spread across more than twenty countries and six global centers working together as one network to advance international peace. In an increasingly crowded, chaotic, and contested world and marketplace of ideas, the Carnegie Endowment offers decisionmakers global, independent, and strategic insight and innovative ideas that advance international peace.

The James C. Gaither Junior Fellows Program at the Carnegie Endowment for International Peace is designed to provide a substantive work experience for students who have a serious career interest in the area of international affairs. Approximately 13 students will be hired to work as employees at Carnegie in Washington, DC on a full-time basis for a period of one year.

ASSIGNMENTS: Gaither Junior Fellows provide research assistance to scholars working within Carnegie's programs, listed below. They have the opportunity to conduct research, contribute to op-eds, papers, reports, and books, edit documents, participate in meetings with high-level officials, contribute to congressional testimony and organize briefings attended by scholars, activists, journalists and government officials.

QUALIFICATIONS: Applicants must be nominated by an official of their university or institution who has been designated for this purpose (usually the career placement officer, fellowship advisor or an academic department chairperson). A listing of participating institutions and nominating officials may be found at <http://carnegieendowment.org/about/jr-fellows>. Applications are accepted only from graduating college seniors or individuals who have graduated within the past academic year. No one will be considered who has started graduate studies (except those who have recently completed a joint bachelor's/master's degree program).

Applicants should have completed a significant amount of coursework related to their discipline of interest. Language and other skills may also be required for certain assignments. The selection process for the program is very competitive. Accordingly, applicants should be of high academic quality.

Qualifications for Gaither Junior Fellows may vary by program. Please review the bulletin for program requirements and more information on what each program is looking for.

APPLICATION PROCESS: All application materials must be received by the program **on or before Friday, January 14th**. Colleges/universities generally set earlier deadlines internally. Applicants should consult their designated nominating official concerning nominations. Each nominating institution may nominate two students. Nominating institutions may nominate three students if at least one of those applicants is from a historically underrepresented group.

Finalists in the selection process will be interviewed by phone or video in the spring. Selection decisions are generally made in mid-March and no later than March 31st.

DIVERSITY INITIATIVE: As an organization dedicated to pursuing global engagement and peace, we believe the work of the Carnegie Endowment for International Peace is enriched and should be informed by a diverse array of perspectives. We are committed to building a diverse, equitable, and inclusive community among staff and partners and on our public platform.

Carnegie seeks to increase the diversity of our junior fellow applicant pool. We strongly encourage participating universities to join us in this initiative. In addition to the two nominations traditionally sought, we continue to welcome a third application if one or more of those nominees is from a historically underrepresented group.

DURATION: All fellowships will begin on August 1, 2022. Gaither Junior Fellows are hired for a period of approximately one year.

SALARY AND HOUSING: The semi-monthly salary is \$1,791.67 (equivalent to \$43,000 annually) subject to federal, state and local taxes. A generous benefits package is provided, including medical, dental and life insurance as well as vacation leave. Gaither Junior Fellows are responsible for their own housing arrangements.

All of the following must be **received** via the designated nominating official no later than January 14th:

- The application form. (fillable or handwritten)
- An essay (personal statement) of one page or less, double-spaced on why the student would like to become a junior fellow.
- Resume/C.V. (preferably 1-2 pages)
- Two letters of recommendations. These recommendations can come from anyone the student feels can best speak to their abilities as a potential Gaither Junior Fellow.
- Transcript of undergraduate records. The transcript may be unofficial. (We prefer unofficial)
- An essay of no more than three (3) typewritten, double-spaced pages on one of the following topics. These topics are intended to test skills in analysis, logic, and written expression. The essays should be analytical thought pieces, not research papers. Students should submit an essay related to their primary research program interests, although the James C. Gaither Junior Fellows Program may ultimately select an applicant for a program outside of his/her designated primary interest or make an assignment to more than one program.

Applicants must respond to the question pertaining to the program to which they are applying.

- A. Democracy, Conflict, and Governance Program.** As democracy in the United States and Europe is experiencing more serious problems, the question of the relationship between those problems and the issues facing democracy in the rest of the world is gaining attention. Are the problems that democracy is facing in the United States and Europe largely similar to or fundamentally different from those plaguing democracy in other regions such as Africa, Asia, Latin America, and the Middle East?
- B. American Statecraft Program.** America's role in the world is changing, whether it likes it or not. What are the 3-5 most important factors that will shape the context in which America conducts its foreign policy in the next two decades?
- C. Nuclear Policy Program.** Which state without nuclear weapons do you believe is most likely to acquire them?
- D. Technology and International Affairs Program (Please respond to just ONE of the two following questions).** What technology issue will have the greatest impact on international stability in the coming decade, and why? **OR** What factors explain why the cybersecurity environment has continued to deteriorate in recent years?

- E. Middle East Program.** The Middle East region is going through a huge, agonizing and protracted transformation characterized by dwindling oil revenues, rising populations, failing governance structures and government services, rising extremism and sectarianism, and high youth unemployment. The current situation has enabled regional powers to intervene in each other's affairs as well as non-state actors such as the self-proclaimed Islamic State to emerge and spread new toxic ideologies. What do you see as one of the most difficult threats facing the region today and the underlying drivers of turmoil? Discuss the impact this has had on two countries in the region and strategies that will help move these countries toward a better future.
- F. International Security and Political Economy [to work with the International Security and South Asia Programs] (Please respond to just ONE of the two following questions)** What factors explain why, in many democracies, poor people continue to receive poor public services, despite accounting for a large share of the population? OR Should the United States end its ambiguity over defending Taiwan?
- G. Asia Program (China).** Many observers argue that the longstanding US policy of engagement and hedging toward China has failed. As proof, they point to Beijing's failure to significantly liberalize politically, to open up its markets sufficiently to foreign competition, and to promote the norms that the United States and its democratic partners prefer in its approach to international order. Instead, these observers argue, China has only become more oppressive domestically, pursuing predatory economic policies overseas, failing to move on needed economic reforms at home, threatening its neighbors, establishing competitor international institutions, and trying to undermine the U.S. and push it out of Asia. Has U.S. policy failed, and what are the right yardsticks for assessing Chinese conduct in international relations?
- H. Asia Program (Japan).** Japan is watching the emerging U.S.-China strategic competition carefully, clearly supporting its ally on various fronts in order to balance against China and bolster its own standing as efficiently and effectively as possible. However, as U.S. policy towards China becomes more aggressive (in terms of protectionist measures, stricter export controls, and trying to form coalitions to isolate China and its companies), Japan is placed in the uncomfortable position of trying to balance its own desire to pressure China and promote more open rules-based economic and diplomatic behavior on the one hand, while on the other hand wanting to maximize economic opportunity for Japanese firms with China and avoid being dragged into the middle of a more intense U.S.-China competition. Provide your own brief assessment of what is at stake for Japan amid growing U.S.-China friction and how you evaluate the steps it is taking to maximize Japan's national interest. What are the near-term prospects for Japan and for the U.S.-Japan alliance?
- I. Asia Program (Economics).** China's economic rise has created tensions with the US. America is accusing China of unfair trade and foreign investment practices. But China sees its actions as necessary to become more technologically advanced to escape the middle income trap. What are merits of the respective arguments?
- J. Russia and Eurasia Program.** The U.S.-Russia relationship has plummeted to unprecedented post-Cold War lows. Can this downward trajectory be arrested? What are the key dangers in the current situation and how might the White House seek to prevent things from getting out of hand?
- K. Africa Program.** Narratives about Sub-Saharan Africa's future often oscillate between unrealistic optimism and blanket pessimism. Clearly the truth lies in a more nuanced middle. Compare and contrast the recent trajectories of two African countries—including both their economic and political dimensions—to help illuminate a nuanced picture of Africa's current direction.

James C. Gaither Junior Fellows Program
Application Process and Procedures
2022-2023

The designated university nominating official or their staff should send all of the above materials by **January 14, 2022** to:

jrfellowinfo@ceip.org

Note: The best practice for submitting application is to send one email per application. Please combine all of the materials for each application into a single PDF file.

Questions concerning the above requirements and the James C. Gaither Junior Fellows Program should be addressed to Christopher Grider in Human Resources at (202) 939-2308 or jrfellowinfo@ceip.org. Students should contact their institution's nominating official with questions.

Frequently Asked Questions

When is the application information sent to participating universities?

The program generally sends information to participating universities in early October. Information is updated annually and essay topics change from year to year.

Does my school participate in the Gaither Junior Fellows Program?

Visit our [list of participating universities and programs](#).

How can I apply if my school is not a participating university?

You are encouraged to ask your fellowships advisor or career placement office to [contact us](#) to find out how your school may participate.

Must applicants be U.S. citizens?

It depends. You need not be a U.S. citizen if you attend a university located in the United States. However, all applicants must be eligible to work in the United States for a full twelve months from approximately August 1 through July 31 following graduation. Students on F-1 visas who are eligible to work in the United States for the full year may apply for the program.

If you attend a participating school outside of the United States, you must be a U.S. citizen (due to work permit requirements).

Is Carnegie seeking candidates from traditionally underrepresented groups?

As an organization dedicated to pursuing global engagement and peace, we believe the work of the Carnegie Endowment for International Peace is enriched and should be informed by a diverse array of perspectives. We are committed to building a diverse, equitable, and inclusive community among staff and partners and on our public platform.

Carnegie seeks to increase the diversity of our junior fellow applicant pool. We strongly encourage participating universities to join us in this initiative. In addition to the two nominations traditionally sought, we welcome a third application if one or more of those nominees is from a historically underrepresented group.

Am I eligible for the James C. Gaither Junior Fellows Program?

Applicants must be graduating seniors or students who have graduated during the last academic year. Anyone who has started graduate studies is ineligible for consideration (except in cases where the student has completed a joint bachelor's/master's degree program). The program accepts applications only through participating universities via designated nominating officials.

How do I apply if I've already graduated?

If you graduated during the previous academic year and have not started graduate studies, you may apply through the university from which you graduated.

How do I obtain an application?

Application forms, procedures and information are available through designated college/university nominating officials. Due to the nomination process and varying on-campus application procedures, the program is unable to send applications directly to students.

Is the application available online?

Due to the nomination process, the application is not available online. Applications are available through designated school nominating officials, who are most familiar with the particular school's nomination process. Please visit our [list of nominating officials](#) on Carnegie's website for more information.

Can applications be submitted electronically?

Yes, we will accept completed applications sent electronically by the university nominating official.

I cannot obtain an official transcript by the deadline. What should I do?

The program accepts unofficial transcripts.

Who is my university's nominating official?

In many cases, information is available in fellowship, scholarship, or career services offices and/or political science departments. See our list of participating schools for the [list of nominating officials](#) on Carnegie's website.

Should the nominating official write a statement of nomination?

A statement from a nominating official (unless it is 1 of the 2 required references) is not considered in the application process.

May I apply directly to Carnegie for the James C. Gaither Junior Fellows Program?

The James C. Gaither Junior Fellows Program is competitive and, as such, the program relies on participating universities to nominate uniquely qualified students. We are unable to accept applications directly from students. Students should consult their university on the nomination process.

When is the application deadline?

The program's deadline is January 15th (or the Friday before if the 15th falls on a weekend or holiday). However, most schools set an earlier deadline (some as early as November) to receive and review applications. Consult your university for application deadlines and details on the school's application process.

If a student is interested in more than one program, how should they proceed?

Students who are interested in more than one program have to make a decision to apply under one program. Your nominating official should be able to help you determine which program is the best fit for you.

Are applicants interviewed for the program?

Approximately three to four applicants per position are chosen for interview. “Finalists” are interviewed in February and early March.

What arrangements will be made if a student is abroad while interviews are taking place?

All interviews will take place via video or phone regardless of location at the time of the interview. Appropriate arrangements will be made for students in a difficult time zone.

As a James C. Gaither Junior Fellow, what kind of work will I do?

James C. Gaither Junior Fellows provide research assistance to scholars working in Carnegie programs. You may learn more about our programs by visiting Carnegie's homepage. Gaither Junior Fellows have the opportunity to conduct research for books, co-author journal articles and policy papers, participate in meetings with high-level officials, contribute to congressional testimony, and organize briefings attended by scholars, journalists, and government officials.

Can I apply if I have a disability?

All applications will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, protected veteran status, sexual orientation, gender identity, or any other protected group.

What are the criteria upon which applications are considered?

The application process is highly competitive. Approximately 5 percent of applicants are ultimately selected for positions. Applications are judged on the quality of the written essay, related academic study and/or work experience, grades, recommendations, and personal interviews.

Will I be notified if I am not selected for the Program?

Those not selected for interview will be notified during the month of February. “Finalists” will be notified of selection/non-selection by March 31st.

When does the fellowship begin?

All fellowships begin on August 1st. James C. Gaither Junior Fellows are hired for approximately one year.

Are James C. Gaither Junior Fellows paid?

Positions are paid, full-time positions for one year. The current salary is \$1,791.67 per semi-monthly pay period (\$43,000 per year). A full benefits package is also provided.

-- BULLETIN --



James C. Gaither Junior Fellows Program

Each year, the James C. Gaither Junior Fellows Program at the Carnegie Endowment for International Peace holds a rigorous national competition to select approximately 12 graduating seniors to serve as research assistants. They are matched with senior fellows – academics, former government officials, lawyers and journalists from around the world – to work on a variety of international affairs issues. Junior Fellows have the opportunity to conduct research for Carnegie publications, participate in meetings with high-level officials, contribute to congressional testimony and organize briefings attended by scholars, journalists and government officials.

James C. Gaither Junior Fellows spend one year (beginning August 1st) at Carnegie in Washington, DC. Positions are full-time and include a salary and benefits package. We encourage you to review our website (<http://carnegieendowment.org/>) for more information on each program/project listed below.

DIVERSITY INITIATIVE: As an organization dedicated to pursuing global engagement and peace, we believe the Carnegie's work is enriched and should be informed by a diverse array of perspectives. We are committed to building a diverse, equitable, and inclusive community among staff and partners and on our public platform, and we encourage diverse candidates to apply.

2022 – 2023 Programs or Projects

Democracy, Conflict, and Governance

American Statecraft – *Background in history, international relations theory, or international economics is essential, along with an interest in military issues and U.S. foreign policy process.*

Nuclear Policy

Technology and International Affairs – Strong writing skills (ability to write well and assimilate feedback in a timely manner), diverse research skills (e.g., ability to find and distill content from scholarly and gray literature, ability to use Excel to organize and analyze information), attention to detail, and ability to communicate effectively with a diverse team are essential.

Middle East – *Strong reading fluency and the ability to perform academic as well as on-line research in Arabic essential. Strong background in Middle East politics and/or history is a huge plus.*

International Security and Political Economy [to work with the International Security and South Asia Program] – ***Quantitative data analysis and GIS skills are required. A strong mathematical background is a plus. Ideal candidates will have a strong academic background in international relations theory, political theory, or international political economy along with an interest in military issues.***

Asia Program (China) – *Mandarin Chinese reading skills required.*

Asia Program (Japan) – *Japanese reading skills required.*

Asia Program (Economics) – *Mandarin Chinese reading skills a huge plus. Strong background in economics essential.*

Please note: Applicants for the Asia program with skills in two or more of the above areas (Chinese language skills, Japanese language skills, strong economics background) will be at an advantage when applying, regardless of their essay selection.

Russia and Eurasia – *Excellent Russian reading skills required.*

Africa Program - *The program examines the economic, social, political, and external factors shaping Africa today, with the aim of helping regional and international policy actors strengthen their contributions to a prosperous and stable African future.*

For more information, contact your Designated Nominating Official or visit
<http://carnegieendowment.org/about/jr-fellows>.

James C. Gaither Junior Fellows Program

Application for 2022-2023

(HANDWRITTEN APPLICATIONS ACCEPTED – USE PDF FOR FILLABLE VERSION)

Academic Year	Student Name:	Permanent	Home/Permanent Address:
	Nominating Institution:		
	Current/University Address:		
	Phone Number:		Phone Number:
	E-mail Address:		

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Availability for Interviews and Work	
3	<p>Work Permits. The program runs from August 1 to July 31 of each year. If you do not yet have employment authorization but expect to have authorization when the program starts, or if your eligibility to work in the United States is temporary and may expire during the program year, please explain briefly:</p>
4	<p>Will you be studying, living or working abroad during the program interview period (typically Mid-February through early March)? If yes, please note the best way to reach you in case you are selected for interview:</p>
5	<p>If selected for a fellowship position, would you be available to begin work on August 1st? If not, please explain:</p>
6	<p>(Anticipated or Previous) Graduation Date:</p>
7	<p>Please identify your gender: <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Other or Not Specified Elsewhere <input type="checkbox"/> I prefer not to answer.</p> <p>Please provide your race/ethnicity: <input type="checkbox"/> Asian <input type="checkbox"/> American Indian or Alaskan Native <input type="checkbox"/> Black or African American <input type="checkbox"/> Hispanic or Latinx <input type="checkbox"/> Middle Eastern or North African <input type="checkbox"/> White or Caucasian <input type="checkbox"/> Two or more races <input type="checkbox"/> Other or Not Specified Elsewhere <input type="checkbox"/> I prefer not to answer.</p>

TO BE COMPLETED BY NOMINATING OFFICIAL

NOMINATING OFFICIAL	Nominating Official Name:	
	Title:	
	Phone Number:	E-mail Address:

James C. Gaither Junior Fellows Program

Application for 2022-2023

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	Current/University Address:		
	Phone Number:		Phone Number:
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TO BE COMPLETED BY NOMINATING OFFICIAL

NOMINATING OFFICIAL	Nominating Official Name:	
	Title:	
	Phone Number:	E-mail Address: