Lead/Fellow Application Guidelines

General Guidelines:
- Positions are not being competed for all nodes; the application contains the node(s) accepting applications.
- Applicants will select their preferred node(s), their preferred element(s), and their initiatives of interest.
- Lead/Fellow positions may not be filled for each element listed in the application; however, the program is seeking a Lead/Fellow for each of the nodes being competed.
- Lead/Fellow positions are open to first-time DEVELOPers. While multiple terms with DEVELOP is a plus, it is not a requirement.

Eligibility:
- US Citizenship is required for all Lead/Fellow positions
- College degree with minimum 3.0 GPA
- One or more terms with DEVELOP
- Open to Recent Graduate and Early/Transitioning Career Professional applicants
- Ability to begin the position on Tuesday, May 26, 2020
- Ability to work 40 hours/week during typical business hours
- Proficient knowledge and understanding of DEVELOP
- Strong leadership and communication skills
- Demonstrated ability to generate project ideas and start/maintain partnerships

Position Logistics:
- The Lead/Fellow position is a one-year position, renewable up to two years, and it will be re-competed near the end of each year.
- Depending on the node and the number of projects per term, the balance of center tasks vs. national tasks will vary.
- Performance reviews take place during interims following each term (spring, summer, fall)
- Leads/Fellows are considered full-time term employees and will be offered health and other employment related benefits.
- Lead/Fellow positions have a $2/hr increase from the base pay scale for the node where the position is located.
  - Pay rates are based on applicant classification and education status. As such, pay rates are non-negotiable.
  - Some locations have 'cost of living' increases commensurate with federal 'cost of living' rates.
  - You can email Karen.N.Allsbrook@nasa.gov to get rates at various locations.
- Selections are made by NPO with inputs and agreement from the leadership at the node of interest.

DEVELOP Nodes Being Competed:
Colorado – Fort Collins (CO)

Tips for Completing the Application:
- Selecting node(s):
  - The selection process is extremely competitive, so flexibility in which node a person is willing to serve at can strengthen the chance of selection.
  - Please select all nodes that are a realistic option for you.
  - If selected for a position, that selection is tied to a specific node.
- Selecting element(s):

- o Similarly, it is ok to select multiple Fellow elements if you believe your skillsets could translate to more than one.
  - o This can also strengthen your chance of selection.
- Responding to questions:
  - o Answer questions fully yet succinctly. Do not feel the need to write to the full word count maximum if what you want to say can be said more concisely. However, flippant or shallow answers do not strengthen or support your competitiveness.
  - o Spelling and grammar count. We pay attention to the fact that you do or don't pay attention!
- DEVELOP Experience:
  - o If you have been part of DEVELOP for more than a year, just list the last three projects with which you've participated.
- Educational Background:
  - o Only fill out one of these sections – choose the one that aligns with your applicant classification (either Recent Grad or Early/Transitioning Career Professional)
- Skills & Accomplishments:
  - o This section provides the candidate an opportunity to highlight technical skills, accomplishments, any foreign language proficiency or other skills
  - o Consider the software and skills that are especially relevant to the position to which you are applying.
  - o Organization and ability to work on multiple tasks concurrently is important, speak to your skills in this area.

Timeline:
3/8 – Application & Resume Due
3/9-13 – Schedule Interviews for Those Selected to Interview
3/16-19 – Interviews
3/20 – Notifications
3/27 – Deadline to Accept Position

Questions? Email or call Karen Allsbrook or Amanda Clayton.