

## What we Look for in Jewish Organizing Fellows

There are **four main qualities** we are looking for in a Jewish Organizing Fellow:

1. **Maturity and Ability to Learn.** We are looking for candidates who are self-aware, interested in learning from and with others, can take suggestions and direction, and have a balanced sense of confidence and humility.
2. **Relational Ability.** We are looking for candidates who have a sense of their personal story and can communicate it in a relevant way, who are able to start and move conversations, who listen and empathize with others, who ask probing questions, and who are respectful of others. We are looking for candidates who are able to work in and with a team, who are collaborative and can learn from others.
3. **Edge.** We are looking for candidates who show willingness to create tension, not just avoid it, who are able to handle discomfort in interpersonal situations, and who effectively challenge others to take action. This is separate from a strong societal critique.
4. **Strategic Thinking.** We are looking for candidates who are able to think quickly on their feet, who are able to generate creative solutions, who move towards goals with focus and flexibility, and who approach a situation with strategic focus.

There are **five kinds of experience** we are looking for in a Jewish Organizing Fellow:

1. **Experience and/or willingness to engage with power players to make change:** Demonstrates interest or experience working with politicians, university bureaucracy, donors, etc., to make structural change.
2. **Societal analysis:** Understands or is agitated by systemic oppressions and inequalities. As we are working towards centering Jews with marginalized identities in our cohort, we are looking for applicants who can reflect on what role their identities play in their organizing and justice work. We are especially working towards greater representation of Jews of color, Jews with disabilities, trans and nonbinary Jews, and Jews from poor or working class backgrounds in the Fellowship.
3. **Leadership experience:** Has concrete examples of leading, and/or shows ability and interest to learn. Leadership experience does not need to be in a justice context.
4. **Long-term commitment to social justice and organizing:** We are looking for Jewish young adults ready to dig deeply into the justice field or who see themselves as long-term organizers.
5. **Willingness to engage with Jewish learning and community:** Demonstrates openness to and interest in exploring the personal and communal Jewish community experience.