ARNOVA and AROCSA, in partnership with the Ford Foundation, have established the NGO Leadership Transition Fellowship Program (LTFP) in Africa.

Objectives
The objectives of the LTFP in Africa are to:

1. Contribute to the process of establishing a supportive infrastructure for leadership transition within the NGO movement in Africa.
2. Promote the creation of leadership spaces for the next generation of leaders in African civil society to grow and strive.
3. Increase the documentation of leadership experiences/reflections and renewal processes within civil society in Africa.

Timeframe
This program will start in January 2018 and end in May 2018

Fellowship Activities

I. Leadership Succession Planning Retreats: ARNOVA will organize a two-day retreat in the US in January to enable better understanding of each fellow’s transition needs, what stage they and their organizations are, in thinking and planning for their transition, what sort of host institution/program would suit their needs and agreement on timing and output of the fellowship. The retreat would also enable creation of peer learning and mentoring community within each LTFP cohort that would hopefully enable them to support one another through difficult times in their transition plan. The program will end with AROCSA organizing a three-day retreat in Africa to capture lessons learned, plan next steps and connect with academic institutions in Africa.

II. Semester-long fellowship placements in US universities with reputable nonprofit leadership programs, which would serve as host institutions. Each fellow will be assigned a faculty mentor at the host university to assist research, publication and networking. The engagement of the fellows while on the LTFP would include:

1. Facilitated research.
2. Reflections on leadership experiences and a Personal Action Plan, and what they plan to do after the fellowships.
3. Writing of publishable material on a topic of their choice about their leadership experience.
4. Organizing of at least one seminar on a topic of their choice with students and faculties of the host institution, where they would share their experience amongst others.
5. Possible co-teaching of a course with faculty at the host university.
6. Regional report-back seminar: At the end of the fellowship program and after returning to their countries, AROCSA and ARNOVA organize a feedback and experience-sharing seminar, where all the fellows will be invited to present their learning experiences in panels and take
questions from an intergenerational and cross-sector audience comprising leaders in the social sector. These presentations may take place during the AROCSA Annual Conference. The panel sessions and publication of their written pieces would mark the end of each cycle of the fellowship program.

7. Mentorship: For a year after the fellowship, the Fellow will commit to adopting a mentee, or serve a CSO in an advisory capacity so that there is transference of knowledge and provision of support. This structured mentorship program can be applied to an existing mentorship relationship or CSO advisory role.

Financial Support
I. Stipend: Fellows will receive a $15,000 stipend for the spring semester at a US university.
II. Economy class return ticket from home country to the US for the semester at US university.
III. $1000 travel funds to attend the AROCSA conference in July 2018.
IV. Costs related to attending the two retreats in the program.

Eligibility
I. Executive Director of an NGO in Zimbabwe, South Africa, Nigeria, Ghana, Senegal, Gambia, Liberia and Sierra Leone.
II. Approval from the board to take a sabbatical from work from January-June 2018.
I. Eligible to receive a J1 visa to the United States. Once an offer is made, participation may not be deferred.

Required Outcomes
II. Attendance of the pre- and post- retreats.
III. Residential placement in a US university during the Spring 2018 semester.
IV. Written Personal Action Plan.
V. Publishable chapter on a topic of their choice about their leadership experience. The chapter must be between 5,000 – 7,500 words including references.
VI. Organizing of at least one seminar on a topic of their choice with students and faculties of host institution where they would share their experience amongst others.
VII. Possible co-teaching of a course with faculty at the host university.

Application Process
Applicants are required to apply for the Fellowship through the electronic application on the ARNOVA website. Applications must include the following:

I. Completed electronic application form
II. Curriculum Vitae
III. Two letters of recommendation (including one from the NGO Board Chair indicating that the board is aware and approves of the applicant’s participation in the fellowship)
IV. 3-5 page (double space, 12pt font with one inch margins) personal statement that includes, but not limited to, the reason for participating in the fellowship and anticipated fellowship objectives that the applicant seeks to achieve
AROCSA up.

The bedrock of advancing knowledge and practice in the area of civil societies in Africa. This is why AROCSA was set up to have a continent-wide organization that will serve as the bedrock of advancing knowledge and practice in the area of civil societies in Africa. This is why AROCSA was set up.

AROCSA expects to operate in the five areas listed below:

- The creation of a fund to support research and scholarship on civil society in Africa
- An annual conference bringing together scholars and practitioners for networking, learning, and skill-building
- A regional academic journal focused on African civil society
- Fellowships for doctoral students and civil society professionals
- Training for scholars and civil society organization (CSO) staff on applied research methods and evidence-based work.

Organizational/Institutional Profiles

**ARNOVA**

Established initially in 1971 as the Association of Voluntary Action Scholars (AVAS), the organization was renamed the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) in 1991. In recent decades, the association has played a key role in expanding research and teaching about the practices and traditions of voluntarism, philanthropy, and nonprofit organizations.

ARNOVA’s mission is to be a “leading interdisciplinary community of people dedicated to fostering – through research and education – the creation, application, and dissemination of knowledge on nonprofit organizations, philanthropy, civil society, and voluntary action.” ARNOVA’s membership comes from a broad range of academic disciplines, including sociology, political science, economics, history, law, and many others. While about three-quarters of ARNOVA’s members identify themselves as academics, the remaining one-quarter self-identify as nonprofit practitioners. Nearly one-third of ARNOVA’s membership and conference attendees live outside the United States. The association’s scholarly journal, *Nonprofit and Voluntary Sector Quarterly*, is the leading peer-reviewed journal in the field. In addition, its annual conference hosts around 700 scholars, practitioners, and policymakers to present over 400 research papers. ARNOVA’s website address is www.arnova.org.

**AROCSA**

The Association for Research on Civil Society in Africa (AROCSA) seeks to create a platform for meaningful engagement of scholars and researchers, practitioners in civil society, business and policy makers, and other stakeholders, with the goal of knowledge generation and dissemination on civil society by African scholars and practitioners, reflecting global excellence standards and propelling development on the continent.

AROCSA was founded in September 2015 in Accra, Ghana, under the auspices of the Association for Research on Non-Profit Organizations and Voluntary Action (ARNOVA) and with support from Ford Foundation, to promote and advance a community of excellence in research and practice on civil society in the service of African development.

There are multiple, stand-alone efforts to encourage research and knowledge-sharing on the ‘third sector’ globally, and this is evident in the existence of various organizations, conferences, academic journals etc. in various parts of the world. In Africa, the contemporary complexities of governance and relationships between sectors – public, private, non-profit, and academia -- has led to the rise in the relevance of civil society and the citizen sector in general. It is therefore crucial to have a continent-wide organization that will serve as the bedrock of advancing knowledge and practice in the area of civil societies in Africa. This is why AROCSA was set up.

AROCSA expects to operate in the five areas listed below:
NGO LEADERSHIP TRANSITION FELLOWSHIP PROGRAM (LTFP)
COMPLETE ONLINE AT WWW.ARNOVA.ORG/LTFP

First Name: ________________________________

Last Name: __________________________________

Telephone: __________________________________

Email Address: __________________________________

Residential Address: __________________________________

Mailing Address: __________________________________

Country: __________________________ Zip Code: __________________________

Country of Citizenship: __________________________________

Gender: (Please tick)

☐ Female

☐ Male

Marital Status:

☐ Single

☐ Married

☐ Divorced

☐ Widowed

☐ Separated

Date of Birth (DD/MM/YYYY): (______/_______/__________)

Title:

☐ Mr.

☐ Mrs.

☐ Ms.

☐ Dr.

☐ Prof.

Highest Degree Obtained:

☐ Doctorate

☐ Master’s

☐ Bachelor’s

☐ Diploma

Name of Organization: __________________________________

Location (city and Country) of the organization

How old (# of years since it was founded) is the organization? __________________________

Position/Job Title: __________________________________

Are you a/the Founder of the organization? ___ Yes _____ No
In what area in Civil Society does the organization work?: (Please tick (✓) all which apply)

☐ Arts and Culture
☐ Economics/Development Issues
☐ Education (Adult Education)
☐ Environmental/Natural Resource
☐ Faith /Religion
☐ Healthcare
☐ Mentorship Opportunities
☐ Policy Advocacy, Law
☐ Society & Culture
☐ Sports Recreation
☐ Technology & Innovation
☐ Any other ______________________

Spoken Language(s):

______________________________

Employment Status (Please tick (✓) as applicable):

☐ Full time
☐ Part time/Consulting
☐ Retired
☐ In transition between career options
☐ Other ______________________

How many years (cumulative) have you been in active employment in the CSO Sector?

☐ 0 - 5 years
☐ 6 - 10 years
☐ 11 – 15 years
☐ 16 - 20 years
☐ 21 - 29 years
☐ 30 years and above

When do you plan to retire from active employment? (number of months/years from now) ______

______________________________

What are some of your major plans you would like to pursue after you retire from active service? (Please tick (✓) all which apply)

☐ Relax and enjoy my retirement
☐ Find active engagement - consulting
☐ Teach in an academic institution
☐ Pursue new and different interests (for example, set up a new organization)
☐ Pursue a government career/private sector
☐ Remain within civil society but different organization
☐ I am unsure of the path I will pursue
☐ Other _______________________

What three key personal objectives or goals do you want to achieve as part of this program?

1. ________________________________
2. ________________________________
3. ________________________________

Is there a particular US host institution that you are interested in as a host for your Fellowship? Please provide information on the institution (please note that your preference is not guaranteed)

Kindly share specific reasons why you would prefer this institution

______________________________

______________________________

______________________________

Is there a particular host institution in your country that you are interested in as a partner for your Fellowship upon your return? Please provide information on the institution (please note that your preference is not guaranteed)
Name of Institution ________________________________

Location (city and state) ________________________________

Kindly share specific reasons why you would prefer this institution
________________________________________________________________
________________________________________________________________
________________________________________________________________

In the space below, kindly indicate how and why this Fellowship would be beneficial to you.
Bear in mind that this is a Leadership Transition Fellowship - how are you thinking about your transition, what concerns you, how can a program like this assist you in your transition?

________________________________________________________________
________________________________________________________________
________________________________________________________________

Is the Board of your organization aware of your interest in this program?

_____ Yes  ____ No

Do you have the approval of your Board to take on this fellowship?

_____ Yes  ____ No  _____ Discussions are ongoing

What key adjustments would your organization have to make in order for you to participate in this program? Would you be able to step away from the organization for the time required?

________________________________________________________________

Kindly indicate your most recent experience in conducting research (Please share what kind of research it was, when, where, any institutional affiliations, and the focus of the research)

________________________________________________________________

Are you eligible for a J-1 visa to the United States of America?

_____ Yes  ____ No  _____ Uncertain/don’t know

How did you hear about the LTFP?

☐ ARNOVA Website  ☐ Word of Mouth
☐ AROCSA Website  ☐ Social Media
☐ Another organization _____________  ☐ Search Engine (for example, Google)
☐ At an event/Program  ☐ Others (please specify)_________________
Any comments, questions or concerns?


Emergency/Alternative Contact Person
Please give details on anyone we can contact in case of emergency

First Name: ____________________________________________________________
Last Name: ____________________________________________________________
Telephone: ____________________________________________________________
Email Address: ________________________________________________________