



HARVARD | BUSINESS | SCHOOL

Social Enterprise Initiative



## APPROACHING THE SOCIAL ENTERPRISE INTERNSHIP SEARCH

Margot Dushin, Social Enterprise Initiative

Betsy Strickland, MBA Career & Professional Development

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## EC Panelists

- **Jeremy King, Two Oceans Aquarium**
- **Justin Steele, Year Up**
- **Jessica Vazquez, Education Pioneers**



# Internships in Social Enterprise

## The Experience

- Explore new fields, functions, and/or locations
- Apply and develop skills and knowledge
- High responsibility
- High impact

## Range of Organizations and Impact

- Education, Arts and Culture, Environment, International Relief, Community Development
- New Business Development, Strategic Planning and Partnership Building, Marketing, High-Tech Initiatives



## Social Enterprise Summer Fellowship Program

- **Over 25 years of Summer Fellowships; over 975 Fellows**
  
- **Fellows pursued careers in Social Enterprise and other fields**
  - Jackson Lehr: GreenOrder → GreenOrder
  - Lauren Scopaz: Golden Gate Community, Inc. → Harlem Children's Zone (through HBS Leadership Fellows)
  - Aliceson Robinson: Lincoln Center → McKinsey & Company
  
- 1. **2009 Summer Fellowship**
  - 125 Fellows
  - Rated experience 4.3 out of 5



## Examples of 2009 Summer Fellowship Participants

ACT Charter School	International Finance Corporation	Program for Appropriate
Acumen Fund	JUCCCE	Technology in Health
Bankable Frontier Associates	Jumpstart	Rural China Education
Blue Cross and Blue Shield of MA	LA County Dept of Health Services	Foundation
Boston Ballet	Lapdesk International	Sacramento Mayor's Office
Bridges Community Ventures	Lincoln Center	Sweetriot
Community Lab	Living Cities	TAMTAM
Cristo Rey New York High School	Manifest Energy	TechnoServe Inc.
Dalberg Global Development Advisors	MaRS Discovery District	The Housing Partnership
Department of Energy	Meadow Networks	Network
Department of the Treasury	MeXvi	The Schwab Foundation
District of Columbia Public Schools	Millennium Challenge Corporation	Two Oceans Aquarium
E.L. Haynes Charter School	National Math and Science	United Nations
Education Pioneers	Initiative	USAID
Embrace	National Park Service	White House National
Endeavor	Natl Renewable Energy Lab	Economic Council
Federal Bureau of Investigations	New Schools Venture Fund	White House Office of
Feed Projects/Feed Foundation	New Sector Alliance	Science and Technology
Government of Canada	NYC Economic Dev Corp	Policy
Housing Partnerships Network	NYC Mayor's Office	Year Up
IGNIA Partners LLC	Office of Mgmt and Budget	
Intelligent Mobility International	Partners in Health	



## Timeline

Fall – Early Winter	January – April	March – April	March - May
<p><u>Self Assessment</u></p> <ul style="list-style-type: none"> <li>Define your interests and goals</li> <li>Talk to a coach and your classmates</li> </ul> <p><u>Research Organizations</u></p> <ul style="list-style-type: none"> <li>Job Bank</li> <li>Baker Library</li> <li>Summer Job Reports</li> <li>Social Enterprise summer website</li> </ul> <p><u>Network</u></p> <ul style="list-style-type: none"> <li>Define your network inside and outside of HBS</li> <li>Create an action plan</li> </ul>	<p><u>Monitor Job Bank</u></p> <ul style="list-style-type: none"> <li>Most internships will be posted during this time</li> <li>Submit applications; conduct interviews on and off-campus</li> </ul> <p><u>Continue to Network</u></p> <ul style="list-style-type: none"> <li>Arrange informational meetings with alumni</li> <li>Maximize open days and dedicated interview week</li> <li>Seek out formal opportunities to build network</li> </ul>	<p><u>Continue to Seek Opportunities</u></p> <ul style="list-style-type: none"> <li>Travel to meet with organizations</li> <li>Monitor Job Bank</li> </ul> <p><u>Accept Offer</u></p> <ul style="list-style-type: none"> <li>Most students will receive and accept an offer during this time period</li> </ul>	<p><u>Fellowship Application</u></p> <ul style="list-style-type: none"> <li>Rolling application for fellowships</li> <li>Notification usually within 2 weeks</li> </ul>



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## Interests and Goals

### Understand your interests and goals

- What is my career vision (5-7 year plan)?
- What is my ideal job post graduation?
- How does my internship fit into my plan?
- What skills do I hope to develop?
- What do I want to “test” in regard to my interests and long term goals
- Reflect on previous experiences and explore other HBS opportunities

### Where do I want to have impact?

### Define your interests

- Industry
- Type of organization
- Function within the organization
- Location



## Interests and Goals

### Tools to help you define your interests

- Past summer internship summaries and reports
- Past fellows
- *Harbus* articles
- Family and friends, former co-workers
- SE related speakers and events
- Baker Library resources
- The *Harvard Business School Guide to Careers in the Nonprofit Sector*
- Social Enterprise Initiative Summer website
- Additional websites
  - Fast Company Social Capitalists Award: <http://www.fastcompany.com/social/2008/index.html>
  - Net Impact: <http://www.netimpact.org/>
  - CommonGood Careers: <http://www.cgcareers.org/>



## Your Resume

- **One of the most important tools!**
  - Scan for industry jargon
  - Help the reader understand your *transferable* skill set by labeling your skills
  - Create a “community” section to include any past or current volunteer or community work, all the way back to high school or college if relevant
  - Give context to your volunteer experiences
  - Utilize your personal section to convey your values that might resonate with an organization



## Network Job Search

### Define Your Network

<i>Inside HBS</i>	<i>Outside HBS</i>
<ul style="list-style-type: none"> <li>– Classmates, Faculty, club members, MBA Career &amp; Professional Development, Baker Library</li> <li>– Events, speaker series, Career Fairs &amp; Treks</li> <li>– Job Bank</li> <li>– Alumni: Advisor Network, clubs, boards</li> </ul>	<ul style="list-style-type: none"> <li>– Former employer &amp; education contacts, family members, friends</li> <li>– Trade &amp; community organizations</li> <li>– Web-based &amp; executive search firms</li> </ul>



## Network Job Search in Social Enterprise

### Execution of the search is very much like a network search in any industry

- Many networking-specific Career & Professional Development workshops

### Tips for your search:

- Culture and value are important in an organization's early assessment of candidates
- There are many HBS Alumni working in this sector today
- Each industry within the social enterprise sector is a “small world”
- Social Enterprise is a “hot” sector right now and it is not safe to make assumptions

### Questions to ask:

- What has surprised you most about this field/organization?
- What skills are most important to be successful in your organization?
- What are the greatest challenges for you/your organization currently?
- Can you recommend other people I might talk to in this sector/company?



## Network Job Search in Social Enterprise continued

### Key points to emphasize when conducting a search in Social Enterprise:

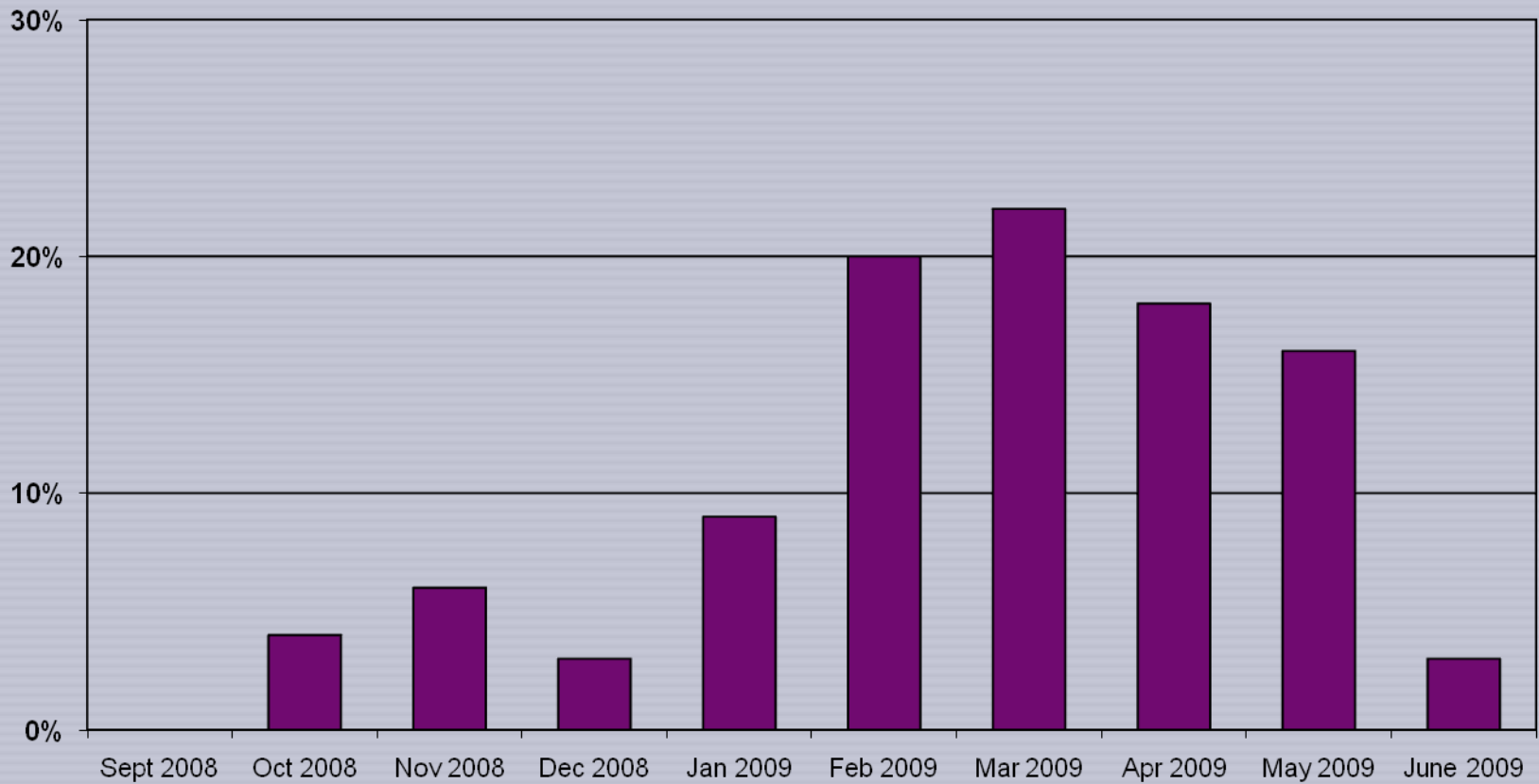
- Remember, you are establishing relationships
- Do your research – know the mission of the organization and their impact
- Creating a plan and setting a timeline is imperative
- Convey your interests in the organization/field/issue first, then discuss your skills
- Be clear on the skills that you can and want to bring to an organization
- Manage your job search – bring structure and be proactive when appropriate

### Ideas for career switchers:

- Use your January term as an opportunity to establish relationships by volunteering
- Research and take advantage of on-going volunteer opportunities with an organization of interest
- Talk to your classmates who have worked in social enterprise
- Pay attention to all the events that are going on at the Kennedy School, Graduate School of Education and Harvard College



## Nonprofit/Government | *Internship Posting Timing*



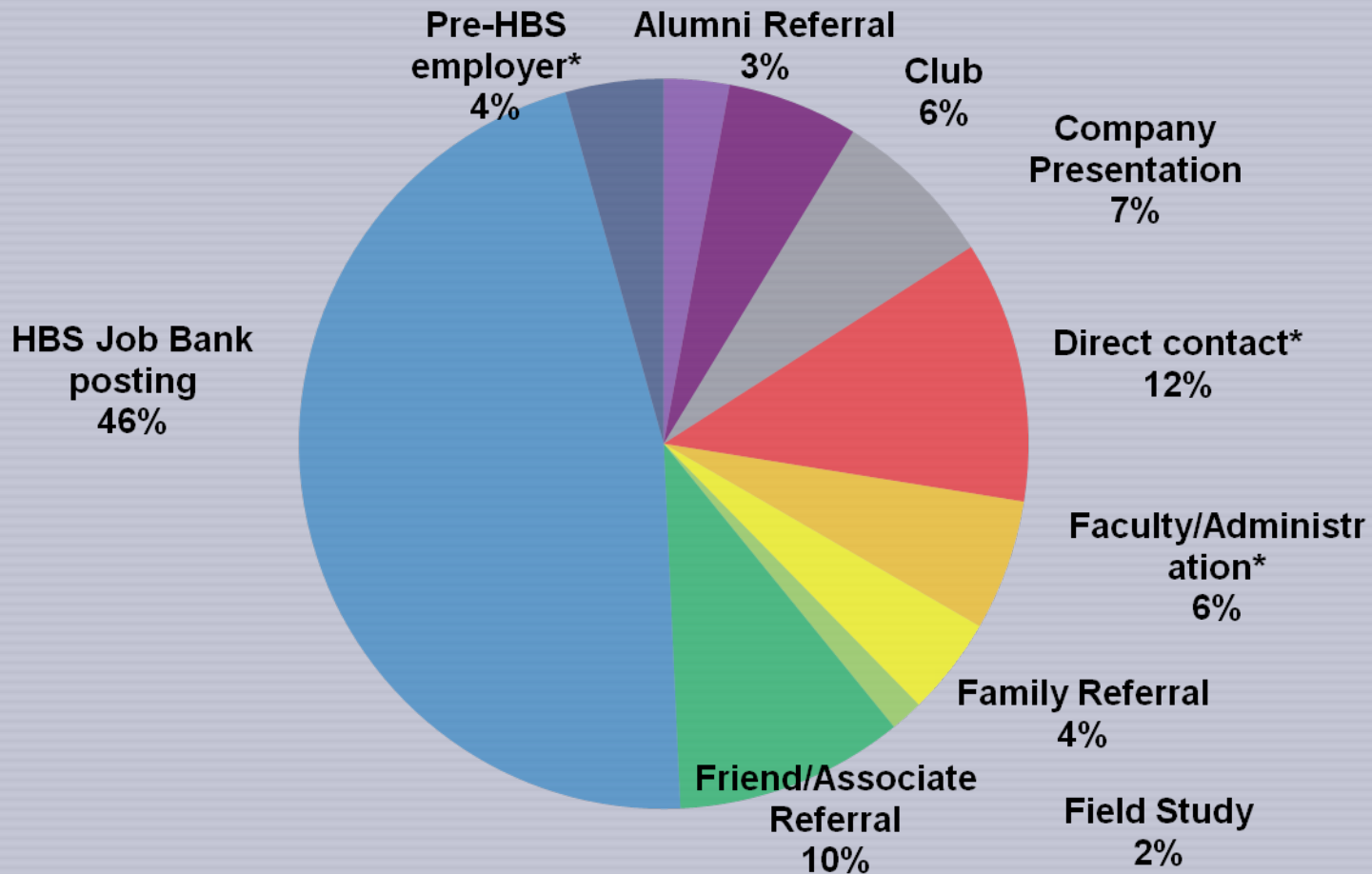


## Class of 2010 | Nonprofit/Government – Summer Postings in MBA Job Bank

Acumen Fund, Inc	Endeavor	New England Conservatory of Music	Room to Read
Agora Partnerships	Environmental Defense Fund	New Profit Inc.	Root Capital
Ashoka	Federal Bureau of Investigation	New Schools for New Orleans	Rubicon Programs, Inc
Asian Development Bank	Acumen Fund, Inc.	New Sector Alliance	Schwab Foundation for Social Entrepreneurship
Broadmoor Improvement Association	GlobalGiving	New York City Mayor's Office	Sustainable Conservation
BUILD	International Youth Foundation	Office of Mayor Kevin Johnson	The Alba Collective
City of Chicago	Jumpstart	Opportunity Funding Corporation	The Ocean Conservancy
CLF Ventures, Inc	Lincoln Center for the Performing Arts, Inc.	Partners in Health	The Public Learning Media Laboratory, Inc.
Cristo Rey New York High School	Living Cities	Peer Health Exchange	The Sustainable Food Lab
D.C. Public Schools	National Park Business Plan Initiative	Positive Coaching Alliance	United Nations Development Program (UNDP)
Dalberg Global Development Advisors	National Trust for Historic Preservation	ProInspire	Victory Schools
Denver Public Schools	Natural Resources Defense Council (NRDC)	Project HEALTH	Women's World Banking
Education Pioneers, Inc.	Nature Conservancy (The)	Public Broadcasting Service	Blue Ocean Institute
Embrace	NatureServe	REDF	Coral Reef Alliance
Acumen Fund, Inc.	Endeavor	New England Conservatory of Music	Harvard University



## First Point of Contact – Nonprofit /Government Internships





## Job Search Resources

### MBA Career & Professional Development

- Career Coaches
- Job Bank, Careers Tab
- Career development programming

### Social Enterprise Initiative

- Summer Fellowship Website: [www.hbs.edu/socialenterprise/summer/](http://www.hbs.edu/socialenterprise/summer/)
- Career Resources: [www.hbs.edu/socialenterprise/careers/careerresources.html](http://www.hbs.edu/socialenterprise/careers/careerresources.html)
- SE Information Resources: <http://www.hbs.edu/socialenterprise/resources/>

**Baker Library** SE Industry Research Guide: [www.library.hbs.edu/guides/socialenterprise/](http://www.library.hbs.edu/guides/socialenterprise/)

### SE-related Clubs

- Online resume book
- Presentations and panels
- Career fairs and treks
- Fellow HBS classmates



## Fellowship Details

- Offers up to \$600/week supplemental funding – to bring total to \$1,200/week
- See application for eligibility and selection criteria
- Open to U.S. and International positions
- Applications accepted for review on a rolling basis
- Awards are made on a funds-available basis
  
- Program and application reminders will be available on myHBS



For more information:

[www.hbs.edu/socialenterprise/summer](http://www.hbs.edu/socialenterprise/summer)

- Students: guidelines and suggestions on search
- Organizations: planning the summer and posting a position