# Winter Study 2020 – SPEC 21

**Experience the Workplace: an Internship with Williams Alumni/Parents**

Course Description ***(from the catalog)***

Field experience is a critical component of the decision to enter a profession. Through these winter study internships, students can clarify their understanding of the rewards and challenges that accompany the practice of many different aspects within a profession, and understand the psychology of the workplace. In order to participate in this course, students must apply to the winter study internships listed in this syllabus. The expectation is that each student will observe and participate in some aspect of the profession for the better part of the day, five days per week, six hours per day (at least 30 hours per week). It is also expected that the instructor will assign a specific project to be completed within the 3–4 week duration of the course depending upon appropriateness.

Participation in this winter study will require the student to quickly assess the work environment, make inferences about corporate culture, performance norms and expectations, and to take initiative not only to learn from this experience, but also to contribute where and when appropriate. Understanding the dynamics within a work environment is critical to success in any organization and this hands-on experience will illuminate lessons learned in the classroom. Upon completion of the winter study internship, it is expected that the student write a thorough report evaluating and interpreting the experience.

**Requirements: It is expected that students will complete assigned readings, sign up for the EphLink Group-ASIP and SPEC 21 Winter Study Internship Group, respond to three questions posted on this EphLink group, keep a daily journal, and write a *7-10 page expository review* *and evaluation* that will become public record as a resource for other students. In addition, SPEC 21 interns wlll participate in career panels, workshops, Summer Experience Internship Fair and be a mentor for future SPEC 21 winter study interns.**

Prerequisites: interested students must attend an information meeting. Preference for placements will be given on demonstrated interest in the sponsor’s profession and is totally at the discretion of the sponsor.

***Enrollment limit: 65***

**Cost to student: if the internship is off campus, the student will be responsible for transportation and living expenses at the internship site. Students are responsible making their own housing arrangements. Students may apply for a rebate on their January meal plan; students on financial aid can receive up to $1,000 reimbursement. The Winter Study Financial Aid form can be found at this link:** [**https://williamscollege.formstack.com/forms/winter\_study\_financial\_aid**](https://williamscollege.formstack.com/forms/winter_study_financial_aid)

**Meeting Time Requirement: The expectation is that each student will be in the field to observe and participate in some aspect of the profession for the better part of the day, five days per week, six hours per day, (at least 30 hours per week). In addition to observation there may be an opportunity to work on distinct projects generated by the instructor depending upon appropriateness**.

**DAWN M. DELLEA, Manager, Alumni & Parent Engagement Programs, ’68 Center for Career Exploration**

Dean’s Office (Sponsor)

**Course Syllabus**

## Outline of Requirements

*I****mportant Note*: Cost to student: If the internship is off campus, the student will be responsible for transportation and living expenses at the internship site. Students are responsible making their own housing arrangements. Students may apply for a rebate on their January meal plan; students on financial aid can receive up to $1,000 reimbursement. The Winter Study Financial Aid form can be found at this link:** [**https://williamscollege.formstack.com/forms/winter\_study\_financial\_aid**](https://williamscollege.formstack.com/forms/winter_study_financial_aid)

1. **Students applying for SPEC 21 winter study internships will be automatically registered for our winter study course: SPEC 21 Experience in the Workplace: an Internship with Williams Alumni/Parents on Tuesday, October 22, 2019**. W**inter Study will occur from Monday, 1/6/20-Thursday, 1/30/20.**
2. **Juniors studying abroad for the entire academic year, or starting a study abroad program in January 2020 are not eligible to apply for SPEC 21 Winter Study Internships.**
3. The Winter Study Internship descriptions are posted on **Handshake.** Login to Handshake at [**https://williams.joinhandshake.com/login**](https://williams.joinhandshake.com/login), and on the top bar select, “Jobs”. Using the search fuction type in SPEC 21. You will then be able to review all of the winter study internship opportunities. For full descriptions, click on the job title.
4. The application instructions for winter study internships on Handshake and the SPEC 21 syllabus can be found on the Winter Study Internship page <https://careers.williams.edu/winter-study-internships/> **Check the SPEC 21 syllabus and Handshake frequently. Winter study internships may be added.**
5. **Please note: First Year students are eligible to apply for the local winter study internships (Berkshire County only) that are listed in this syllabus**
6. **Applications:** Students may apply to multiple winter study internships. Please read the application requirements carefully because each opportunity may have unique requirements (Resume, cover letter, writing sample, answer to questions. etc.)
7. **APPLICATION DEADLINE: Students must apply for winter study internship online via** [**Handshake**](https://williams-csm.symplicity.com/students/index.php?au=&ck=) **by Sunday, October 20, 2019 at 11:55 p.m. Please create cover sheet with a list of the winter study internships that you applied to this year and send it to Dawn Dellea at** [**ddellea@williams.edu**](mailto:ddellea@williams.edu)
8. **Questions? Contact Dawn M. Dellea, Manager of Alumni & Parent Engagement Programs, ’68 Center for Career Exploration at** [**ddellea@williams.edu**](mailto:ddellea@williams.edu) **or 597-3756.**
9. **Required reading:** *Working* by Studs Terkel, New Press, 2004 ed. or *What Should I Do with My Life?* by Po Bronson, Ballantine Books, 2005.
10. **Required writing:** minimum 7-10 page expository piece on your experience during the course, what you learned about the profession, and what you learned about yourself – whether or not you see yourself pursuing this profession in the future explaining why or why not. **Due: Friday, January 31, 2020 at 3:00 p.m.** via e-mail to Dawn Dellea ([ddellea@williams.edu](mailto:ddellea@williams.edu)).

**Acceptance**

Acceptance into the course will be determined as a result of the review of your application by the alum/parent sponsor and a possible telephone or Skype interview. Determination of acceptance will be made as soon as possible after the application deadline. **Students submitting SPEC 21 applications will be registered for our winter study course: SPEC 21 Experience in the Workplace: an Internship with Williams Alumni/Parents on Tuesday, October 22, 2019.**.

**Since students are receiving winter study credit for SPEC 21 Experience in the Workplace: an Internship with Williams Alumni/Parents, they are not compensated for winter study internships.**

## Winter Study Internships

Dawn Dellea, Manager of Alumni & Parent Engagement Programs at The Career Center, has arranged the following winter study internships. Each winter study internship represents an agreement between Williams College and the sponsor to provide a shadowing experience along with specific work tasks and/or work experience.

In many cases, specific work assignments cannot be determined far ahead of time, so descriptions may be somewhat general.

**Details about the placements *(please read carefully before applying)*:**

**﻿1. MUSEUM ADMINISTRATION**

**Who: Laura Kaufman '05, Director of Human Resources and various professionals at** **Sterling and Francine Clark Art Institute (The Clark)**

**Where: The Clark, Williamstown, MA**

**What: January 2020 Winter Study Internship Descriptions**

**Curatorial Intern**- This student would work with Robert Wiesenberger on contemporary art exhibitions at the Clark, focusing in particular on research, planning, and programs for the summer 2020 season, including an exhibition of the Mexico-city based artist Pia Camil and one on the Berlin-based artist Lin May Saeed.

**Communications Intern-**Assist Communications Department personnel and others to promote and raise awareness of the Clark on regional, national and international level utilizing public relations, marketing, social networking, and advertising to achieve goals. Performing a variety of duties our intern may write, edit and format e-blasts to members/friends of the Clark, write press releases for events, proofread and copy edit Clark publications and related ephemera.

**Director’s Office Intern-** Intern will report to the Assistant to the Director at The Clark. Assignments could include some research, record management, compilation of statistics/data and administrative tasks as needed. The intern will represent the Directors Office while staff attends meetings or when away from their office/phone. The intern will be asked to sign a Confidentiality Agreement and attend a detailed orientation of the Director’s Office and other department function/purpose. They will work with and around the Director and other Clark staff. Interns will leave with a broad understanding of the Director’s Office and a good understanding of museum administration.

**Finance Intern**- Assist Finance Department in various projects relating to the museum’s finance operations, such as budgets, investments, and accounting.

**Human Resources Intern**- Work with Human Resources in developing comprehensive diversity, equity, inclusion, and accessibility plan and in developing programs to foster employee satisfaction.

**Library intern-**Work with the Collections Management Librarian on the library’s new conservation initiative by documenting the conservation needs of special collections items. This project will result in a basic understanding of the structure and conservation concerns of rare materials from the 14th to 21st century with the opportunity for hands on treatment of selected items if time allows. Attention to detail and a love of books required, no experience with photography or conservation needed.

**APPLICATION REQUIREMENTS**: The candidates have to submit a resume and a letter of interest stating in what aspect of museum administration you would be most interested. **Please address the letter of interest to Ms. Laura Kaufman, Director of Human Resources.**

**2. THEATRE MANAGEMENT INTERNSHIP**

**WHO: Various professionals at the Williamstown Theatre Festival, including Courtney Carter, Antonello Di Benedetto, Amy Russell ’08, and Emma Whittum**

Founded in 1954, the Williamstown Theatre Festival has brought America’s finest actors, directors, designers, and playwrights to the Berkshires for over 65 years, engaging a loyal audience of both residents and summer visitors. Each WTF season is designed to present unique opportunities for artists and audiences alike, revisiting classic plays with innovative productions, developing and nurturing bold new plays and musicals, and offering a rich array of accompanying cultural events including COMMUNITY WORKS free theatre, Late-Night Cabarets, readings, workshops, and educational programs. While best known for our acclaimed productions, WTF is also home to one of the nation’s top training and professional development programs for new generations of aspiring theatre artists and administrators. WTF was honored with the Tony Award for Outstanding Regional Theatre in 2002 and the Commonwealth Award for Achievement in 2011.

**OUR MISSION**

1. To produce classic and new plays with distinction and verve, and to present artists with production opportunities and challenges seldom available elsewhere.

* To provide a training program in which emerging theater talents collaborate with accomplished mentors in a vital, professional, and educational atmosphere.
* To create and present programs that serve and engage a diverse community.

**WHERE: Williamstown Theatre Festival Spring Street Administrative Office**

**WHAT:**Intern at Williamstown Theatre Festival in various aspects of theatre management, including projects in administration/finance, audience engagement, marketing/communications, development, and recruitment.

We are looking for a curious, can-do Williams student interested in arts administration to help us as we gear up for the 2020 summer season. The ideal candidate is a motivated, reliable self-starter with incredible initiative that can work independently, as well as with a team. Strong phone and detail-oriented skills a must.

**APPLICATION REQUIREMENTS:**Cover letter and resume. **Cover letter should be addressed to Antonello Di Benedetto, Director of Audience Engagement, Williamstown Theatre Festival.**

**3. PERFORMING ARTS ARCHIVES AND COMMUNITY ENGAGEMENT AND EDUCATION INTERNSHIPS-NEW POSTING ADDED 10/8/19!**

**WHO: Archives Community Engagement, and School staff at Jacob's Pillow: Zorelly Cepeda Derieux '14, Patsy Gay,** **"J. R." Glover, Thasia Giles, and Norton Owen.**

Jacob's Pillow is America's longest-running international dance festival and the only National Landmark dedicated to dance. Our mission is to support dance creation, presentation, education, and preservation; and to engage and deepen public appreciation and support for dance. Learn more at [jacobspillow.org](http://jacobspillow.org/)

**WHERE: Jacob's Pillow, Becket, MA (Onsite housing provided. Car required)**

**WHAT: January 2019 Winter Study Internship Descriptions:**

**Archives Intern -** The Jacob’s Pillow Archives document the history of Jacob’s Pillow and the artists who have contributed to its legacy, with particular emphasis on Ted Shawn, Ted Shawn’s Men Dancers, the Denishawn Company, and the Jacob's Pillow Dance Festival. The Jacob’s Pillow Archives collections include rare and unique artworks, audiotapes, board minutes, books, correspondence, costumes, films, photographs, posters, programs, scrapbooks, videos, and more spanning from the early 20th century through to today. The Jacob's Pillow Archives intern will work directly with the Director of Preservation and Associate Archivist on projects within the Jacob's Pillow Archives commensurate with interest and experience. Potential projects include archival cataloging, digitization, and processing. Knowledge of dance history is a plus, but not required.

**Community Engagement Intern -**The Community Engagement Department offers year-round opportunities for people of all ages to experience dance by engaging visitors on our campus and deepening the Pillow's engagement with the diverse residents of Berkshire and surrounding counties. Informed by community partners -- including community member, and arts and non-arts civic organizations -- community programs range from community dance classes, dance education workshops, and movement opportunities for all ages and levels, to programs that introduce kinesthetic learning into public school curriculum and engage with faculty and students in higher education. The Community Engagement Intern will work directly with the Director of Community Engagement and Community Engagement Coordinator on the Pillow’s on and off-site year-round Community Programs, including Jacob’s Pillow Curriculum in Motion® residencies, the College Partnership Program, and Dance Education Laboratory (DEL) at Jacob's Pillow. Potential responsibilities include supporting the Community Engagement Department in residency logistics for visiting artists and partner schools, recruitment efforts through correspondence, phone calls, and research, event coordination, participant data collection, and maintenance of records.

**School Programs Intern -** The School at Jacob's Pillow coordinates and implements six professional advancement programs involving a roster of 50 artist faculty and 130 dancers and program participants from 20 or more countries. The School's annual Recruitment Tour, January through March, includes Master Classes led by prominent Pillow artists and alumni; scouting visits to studios, universities, conferences, and festivals; and meetings with alumni and School Sponsors. The School Programs Intern will work directly with the School Programs Manager and School Programs Coordinator on promoting Program Application deadlines and Master Classes, coordinating Master Class materials, processing Program and Scholarship Applications, and assist with early preparations for the acceptance process. This work will include email and phone correspondence, mailings, and diligent maintenance of office records, payment reports, correspondence, and data collection.

**APPLICATION REQUIREMENTS:** Candidates please submit a resume and a letter of interest including which internship position you are applying for.

**4. MUSIC PUBLISHING & LICENSING INTERNSHIP**

**WHO: Eric Kaye '92** is the Executive Creative Director/Co-Founder of the Diner Music Library and the Music Playground, companies with offices in New York and Los Angeles, specializing in music publishing, music supervision and licensing, original composition, song clearance, and copyright management.

With over 20 years of experience in putting music to picture as a music supervisor, publisher, producer, composer, musician, licensor, and creative director, Kaye has been directly involved in the sale or license of over 5,000 pieces of music for use in film, television and advertising.

As a musician, he has performed with or produced artists including Luther Vandross, Carrie Underwood, Clint Black, Marc Cohn, Pat DiNizio of the Smithereens and Dave Wakeling of the English Beat.

He has been a board member of the Association of Music Producers (AMP), as well as a voting member of the Academy of Television Arts and Sciences and the Recording Academy. He is also an advisor and consultant to the American Federation of Musicians (AFofM) in their contract negotiations with respect to their commercials contracts.

The Music Playground's artist licensing group represents a highly curated collection of over 250 bands and artists from around the world for sync placements in film, television and advertising. Its original music division boasts a full staff of composers producing original bespoke music for filmmakers and advertisers for hundreds of projects each year.

The Diner is the world's first fully customizable original music library. Over 25,000 tracks representing all genres, including an extensive collection of tracks specifically geared towards advertising, as well as authentic source music representing the best of American popular music genres. Founded in 2008 by composers for composers, the Diner is a collective of over 100 award-winning film, tv and advertising composers from around the globe.

The Diner and Music Playground's client list is a "who’s who" of the entertainment and advertising worlds, including companies such as Sony Pictures, Universal Pictures, MTV, Google, Hewlett-Packard, Coca-Cola, Mercedes Benz, Pepsi, McDonalds, AT&T, Pfizer, Ford, Wal-Mart, and many other prominent global brands.

**WHERE: The Music Playground**is an award winning, fast-paced Music Production and Artist Licensing/ Music Supervision Facility with Audio Post capabilities**located in the SoHo district of Manhattan**. We are currently accepting applications for Internships! If you are interested in gaining valuable hands on experience and the opportunity to assist our team of accomplished Music Industry Professionals in all aspects of Music Publishing, licensing and composition for TV and advertising.

**WHAT:**Research and create social media content for various platforms and engage in social outreach to increase community engagement. Shadow a licensing member to learn the start to finish process of licensing one of our tracks and new composition registration with performance rights organizations and the U.S. Copyright Office. Assistance in maintaining our extensive database of tracks and cataloging new tracks as they come in from our sub publishers. Research to identify online use of our Diner tracks and metadata tagging of known existing works.

**APPLICATION REQUIREMENTS:**Please submit a resume and cover letter. **Your cover letter should be addressed to Mr. Eric Kaye.**

**5. ADVERTISING**

**WHO: Val DiFebo ’84, Chief Executive Officer, Deutsch NY and Current Williams College Trustee.**

**WHERE: Deutsch NY is one of New York’s largest and most prestigious advertising agencies.**

**WHAT:** Join Deutsch NY for its annual Williams Winternship! Each year, Deutsch opens its doors and provides an inside look into the world of creative advertising to a select group of Williams students who have a passion for the industry and an interest in consumer trends.

Don’t worry - no coffee runs here! Deutsch interns are given “real work” experience – they are invited to attend meetings, get exposure to client work, are assigned tasks on project work, and are encouraged to attend agency-wide events. Each intern is given a mentor and gets assigned to a department (e.g. Account Management, Production, Media, Strategy, New Business, etc.) for an opportunity to get exposure to what an Agency does and what makes great advertising.

**APPLICATION REQUIREMENTS:** A resume and the answers to the following questions:

1.  What is your personal passion? Describe what you spend hours doing by choice and the reason why you love it.

2.  Describe something that has had a major impact in your life, no matter how big or small it might be.

3.  What is it about advertising that piques your interest?

4.  What is one of your favorite advertising campaigns?

5.  Identify a trend that you feel will change the future of advertising and describe how.

**Your answers should be addressed to Ms. Val DiFebo, Chief Executive Officer, Deutsch NY.**

**6. SPORTS/MEDIA**

**WHO**: **Sam Flood ’83**

Sam Flood is the Executive Producer and President of Production, NBC Sports and NBC Sports Network. As Executive Producer, Flood oversees production for NBC Sports and NBC Sports Network’s coverage of Sunday Night Football, NASCAR, NHL, Premier League, Horse Racing's Triple Crown, IndyCar, Tour de France, French Open, and Rugby among others. A former college hockey captain, he is regarded as one of the most influential figures in the sport of hockey in the U.S. and is credited for creating the “Inside the Glass” analyst position. Flood became only the seventh Executive Producer in NBC Sports history in June 2010 after serving as Coordinating Producer, NBC Sports since July 2005.

A 29-time Emmy Award winner and three-time Eclipse Award winner, the 2018 PyeongChang Games was Flood’s 15th Olympic assignment. One of the many Olympic researchers who moved on to successful roles in the world of sports and entertainment, Flood joined NBC Sports in 1986 as an Olympic researcher for the 1988 Summer Olympics in Seoul, Korea. He produced Olympic track and field during the 1996 Atlanta Games, 2000 Sydney Games, 2004 Athens Games, 2008 Beijing Games, and 2016 Rio Games and produced the daytime studio show at the Vancouver, London, Sochi, and Rio Games.

**WHERE**:**NBC Sports Broadcast group (Stamford, CT)**hardly needs an introduction, however, as a major producer of sports programming, NBC is involved in all major sporting events and venues from NFL Football to NHL Hockey to NASCAR Racing to Ryder Cup Golf, the Olympics, and more.

**WHAT**: You will be working on a project designed by Sam Flood, in addition to observing the production of NFL Football and other aspects of a busy production team.

**APPLICATION REQUIREMENTS**: Resume and Statement of Interest (400-500 words). **Your statement of interest should be addressed to Mr. Sam Flood.**

**7. SPORTS/MAJOR LEAGUE BASEBALL**

**WHO: Mark Scialabba ’02, Director, Player Development, The Washington Nationals**

Mark Scialabba majored in Economics and was a Captain of the Baseball team while at Williams. After graduating he earned an MBA and Masters in Sports Management at the University of Massachusetts Amherst in 2006. For the past twelve and a half seasons he has worked for the Washington Nationals primarily in Player Development. He was promoted to Director, Player Development in October of 2013 and previously served four years as Director, Minor League Operations and three years as Assistant Director, Player Development. He works on all aspects of the Player Development system including contracts, roster management, player personnel decisions, Latin Academy operations and budgets. Prior to his role with the Nationals he spent the summer of 2005 as Assistant GM of the Cape Cod League’s Brewster Whitecaps and the summer of 2004 as an intern with the Pittsburgh Pirates in Bradenton, Florida.

**WHERE: The Washington Nationals, Nationals Park, Washington, DC**

**WHAT:**Students interested in pursuing a career in Baseball Operations will be exposed to the day-to-day responsibilities a Major League front-office staff faces in the off-season including, but not limited to; analytics, player evaluation, scouting, player development, research, salary arbitration and spring training preparation.

**APPLICATION REQUIREMENTS:**Students must submit a resume and cover letter explaining their interest in the position and are encouraged to send any relevant course work or projects that are applicable to working in a front-office for an MLB team.  **Your cover letter should be addressed to Mr. Mark Scialabba.**

**8. ONLINE CONTENT AND TECHNOLOGY POLICY INTERNSHIP**

**WHO:**Tom Bernard ’92 P’21, Mayor, City of North Adams MA

**WHERE:** North Adams, MA

**WHAT:**The City of North Adams seeks a resourceful communications intern to develop a content management plan for the city website (www.northadam-ma.gov). The city recently launched a project to recreate and redesign the website to improve functionality and accessibility, as well as to refresh dated and stale content. This will involve empowering department level staff as content owners, which in turn requires a uniform set of content standards as well as a style guide to ensure consistency across all content areas. In addition, the new city website and recently-launched city social media pages provide the opportunity for a review of current technology policies to identify areas where they have not kept pace with changes in how city employees deploy technology in their work.

The intern will work with the mayor and city staff to establish content standards for web and social media channels, including investigating best practice models, and developing a uniform city style guide for web and social media content. The intern also will review and update city technology policies to ensure they are current, consistent, equitable, and relevant. Specific responsibilities will include:

* Reviewing current content and proposing basic content standards, including development and review of a draft style guide;
* Proposing a process and schedule to inform and train designated department staff in content and style expectations;
* Identifying gaps in the city’s technology policies and proposing amended or new policies; and
* Assisting the web development team in reviewing content and navigation from a user-focused (external and internal) perspective.

**APPLICATION REQUIREMENTS:** Please submit a resume and letter of interest that details the applicant’s level of communication and policy development experience. Application materials should be addressed to Mayor Tom Bernard, City Hall, 10 Main Street, North Adams, MA 01247.

**9. LEGISLATIVE RESEARCH**

**WHO: Massachusetts State Representative Tricia Farley-Bouvier, Williams Parent (Class of 2021)**

Tricia Farley-Bouvier is a native of Pittsfield, Massachusetts. After serving four years as a City Counselor, Representative Farley-Bouvier was elected to the state legislature in October 2011. Her priorities are to ensure the well-being of vulnerable populations including elders, those with disabilities and those suffering with mental health and addiction issues.

This involves securing funding for crucial services that allow seniors to age in place with dignity, ensuring that children get the best possible Pre-K though16 education and advocating for the disabled and those with behavioral health issues to receive the services that will guarantee them high quality of life.

State Representative Farley-Bouvier serves as House Vice-Chair on the Joint Committee on Elder Affairs, a member of the [Joint Committee on Tourism, Arts and Cultural Development](https://malegislature.gov/Committees/Detail/J30/Committees), and [Joint Committee on Election Laws](https://malegislature.gov/Committees/Detail/J15/Committees)  and a member of the House Committee on Technology and Intergovernmental Affairs.

**WHERE:** **The Boston Office of Massachusetts State Representative Tricia Farley-Bouvier** In the Statehouse 24 Beacon Street, Room 156, Boston, MA 02133

**WHAT;** Attend committee hearings and policy briefings, assist with research on policy and constituent issues, sit in on meetings, creating brief typed summaries of notes from these events, watching the House of Representatives’ formal session, and assisting the Representative with other tasks as needed. The Representatives legislative and policy interests are: Immigration, sexual assault, social justice, transportation, child welfare, mental health and substance abuse.

Her priority bills include: An Act to Improve Permanency and Placement Stability, An Act concerning sexual violence on higher education campuses, An Act establishing The Massachusetts Foster Care Review Office, and An act relative to creating a commission to study concussions.

**APPLICATION REQUIREMENTS:** Please submit a resume and letter of interest. Your letter of interest should be addressed to: State Representative Tricia Farley-Bouvier, 33 Dunham Mall, Pittsfield, MA 01201.

1. **JUVENILE JUSTICE REFORM/COMMUNITY ENGAGEMENT-NEW! Added 10/01/19!**

**Who: Bryan House, Community Engagement Director for the Berkshire District Attorney’s Office**

**Where: Berkshire County District Attorney’s Office Pittsfield, MA**

**What:** Work within the District Attorney’s Office’s Juvenile Justice Unit and Community Engagement department. Candidate will help facilitate the implementation of the office’s Juvenile Justice Initiative through strategic planning and research related to data collection, and restorative youth justice best practices. Help facilitate transparency between the D.A.’s office and the public. Experience can be tailored to the interests of candidate, as it relates to juvenile justice and restorative practices, adolescent and youth mental health issues and gaps in services, community resources, and rooted in the principles of confidentiality.

**Application Requirements:** Resume and cover letter. Applicant must pass a Mass State Police background check prior to the placement. Applicant must also sign a confidentiality agreement. **Your cover letter should be addressed to Mr. Bryan House**

**11. JUSTICE AND THE RULE OF LAW**

**Who: Andrea L. Rocanelli, Judge, Williams parent (class of 2021)**

The Honorable Andrea L. Rocanelli was appointed to the Superior Court of the State of Delaware by Governor Jack A. Markell on June 5, 2013. Previously, Judge Rocanelli served as a judge of the Court of Common Pleas by appointment of Governor Markell on April 21, 2009.

Judge Rocanelli is the presiding judge of the Unified Mental Health Court for Superior Court and the Court of Common Pleas in New Castle County. In 2013, Judge Rocanelli was recognized with the Judicial Partnership Award by the Delaware Division of Substance Abuse and Mental Health, awarded to a leader who advanced the causes of individuals challenged with mental health and/or substance abuse disorders.

In 2010, Judge Rocanelli was recognized by the Delaware Bar Association with the Women’s Leadership Award, awarded to a member of the Delaware Bar whose character, strength, personality, achievement and activities in matters affecting women lawyers have served as an inspiration to and a model for women lawyers in their professional careers. In August 2009, she was recognized by the ABA Commission on Lawyer Assistance Programs with an award for her outstanding contribution to the bench, bar and public through efforts to maintain the integrity of the legal professions and improve the quality of life for lawyers.

By appointment of the Delaware Supreme Court, Judge Rocanelli serves as a member of various commissions and committees, including the Delaware Commission on Continuing Education and the Permanent Advisory Committee on the Delaware Uniform Rules of Evidence, and as the judiciary’s representative to the State Council for Interstate Adult Offender Supervision. She has served on committees of the Delaware State Bar Association, including the DSBA Committee on Access to Justice in CCP Consumer Debt Collection Actions and the DSBA Committee on Diversity. Judge Rocanelli is a member of the Rodney Inn of Court, serving on the Executive Committee for a number of years and serving as President from 2013.

In the Court of Common Pleas, Judge Rocanelli was responsible for the Court’s Drug Diversion Program in New Castle County and was a founding member of the Delaware coalition involving community health and law enforcement to identify alternative approaches to addressing prostitution in the community. Judge Rocanelli was appointed as a Commissioner of SENTAC as a representative of the Court of Common Pleas.

Judge Rocanelli received her J.D. from Harvard Law School, and her B.A., summa cum laude, from Boston College. After several years of private practice in Boston, Judge Rocanelli practiced law in Delaware with the firm of Morris, Nichols, Arsht & Tunnell. Judge Rocanelli served as Chief Counsel of the Office of Disciplinary Counsel for the Delaware Supreme Court, with responsibility for the practice of law and legal ethics in the state of Delaware.

Judge Rocanelli’s present term ends June 5, 2025.

**Where: Delaware Superior Court, Wilmington, Delaware, a court of general jurisdiction with a vast and varied case load of civil and criminal cases, as well as intermediate appellate jurisdiction.**

**What:** Observe civil and criminal proceedings in a court of general jurisdiction with a trial court judge who also serves as the presiding judge of Mental Health Court. Assist the Mental Health Court team with administrative tasks and projects.

**Application Requirements:** Resume and a letter of interest to be submitted to Judge Rocanelli; students must pass a criminal background check prior to placement (no pending charges or felony convictions; misdemeanor convictions and/or certain traffic violations may be cause for concern); students will be bound by confidentiality rules and the code of conduct for judicial law clerks.

**12. SOCIAL JUSTICE LAW**

**Who: Laura Massie, Attorney '99**

Laura Massie is a Staff Attorney with Mental Health Legal Advisors Committee, where she engages in advocacy efforts to advance the human rights of people with mental health diagnoses. Laura focuses on systems-reform efforts in a number of government agencies, including schools, state-administered homeless shelters, and the criminal justice system. Her work includes impact litigation, legislative and administrative advocacy, and coalition-building.

Prior to joining MHLAC, Laura worked on housing and homelessness issues at Greater Boston Legal Services and engaged in environmental justice advocacy with California Rural Legal Assistance. She has extensive experience with clients facing intersectional challenges, including but not limited to immigration concerns, trauma, mental health diagnoses, domestic violence, homelessness, and racial injustice.

**Where: Mental Health Legal Advisors Committee, downtown Boston, MA.** MHLAC’s mission is to advance the rights and opportunities of persons with mental health challenges through quality legal advocacy and education statewide.

**What:** Support attorney work through case investigation and research; internship may include some informal and/or formal writing assignments. Assist in preparation for and attend coalition meetings, Beacon Hill advocacy events, and litigation events (court arguments, depositions, etc). Limited telephone intake responsibilities.

The most highly qualified candidates will have a passion for social justice and will be non-judgmental and willing to engage with people whose backgrounds and experiences of reality are very different from their own. We also look for skills in writing, time management, and ability to communicate effectively with team members about assignments, timelines, and any questions or needs for support.

**Application Requirements:** Please submit a resume and letter of interest. Please note in your application materials (i) whether you are fluent in any languages other than English and (ii) whether you have proficiency in MS Excel and/or Access. Your letter of interest should be address to Megan Mauskapf, MHLAC, 24 School Street, 8th Floor, Boston, MA 02108.

**13. INTERNATIONAL EDUCATION-DENMARK**

**WHO: Robin Lorsch Wildfang ‘86**

Robin is an English and Latin teacher at Studenterkurset i Sønderjylland, a private middle and high school in Toftlund Denmark.

**WHERE**: Studenterkurset i Sønderjylland ([www.stuk.dk](http://www.stuk.dk/)), **Toftlund Denmark**(a small town in rural Southern Jutland about 25 miles north of the German border and 3 hours by train from Copenhagen). **The start date is Monday, January 6, 2020**

**.**

**WHAT:** You will have an opportunity to observe all aspects of a private, internationally oriented school in Denmark. Under the supervision of Robin you will be able to try your hand at teaching English to foreign language students in 8th, 9th and 10th grade as well as participating in other normal school activities including teacher meetings, school field trips, grading written work, etc.

If a successful applicant has a major other than English or is interested in teaching a subject other than English, that subject can in some cases be used to tone the English teaching you will be doing (a past intern majoring in art did a unit on photography for example, and a poli-sci major did a unit on the American election system). **The school can offer free room and board to the right applicant.**

**APPLICATION REQUIREMENTS:** Resume, letter of interest (400-500 words) and a description of a possible teaching unit. **Your cover letter should be addressed to Ms. Robin Lorsch Wildfang.**

**14. TEACHING AND COACHING IN A BOARDING HIGH SCHOOL**

**WHO: Robin Scheman, P’18, Tim Goggins ‘12, Caroline Wilson ‘13, Mitchell Towne '14, Oscar Merino '19**

**WHERE**: Blair Academy in Blairstown, NJ

**The start date is Monday, January 6, 2020**

**WHAT:** This internship offers you the chance to shadow experienced boarding school faculty members at Blair Academy and to participate in al laspects of the faculty community, from teaching to coaching to doing dorm duty, advising, and running student activities. Blair is most interested in an enthusiastic, energetic, mature college junior or senior who wishes to intern from Monday January 6, 2020--Thursday, January 30, 2020 with a diverse group of high school students and adults in a dynamic and collaborative academic setting. The strongest applicants will be majoring in a subject that we teach at Blair and have experience in an extracurricular or sport that we currently offer students. To learn more about Blair, please visit [www.blair.ed](http://www.blair.edu/)u. Our interns will be housed in the guest rooms of faculty apartments; all meals will be provided.

**Application requirements:**Resume, transcript (unofficial is fine), letter of interest (400-500 words), and three professional references. **Please address your letter of interest to Lorry Perry, Dean of Faculty at Blair Academy.**

**15. ADMISSION AND OUTREACH INTERN**

**WHO: Teresa Rodriguez, Class of 1995, Director of Family and Community Relations**

**WHERE: Boston Collegiate Charter School, Dorchester, MA**

**WHAT:**Provide a wide range of support to Boston Collegiate's community and family outreach efforts and the operations department at the school. This is an opportunity to gain experience in and familiarity with the day-to- day work in operating a 700 student, two-campus school, educating students in grades 5-12.

Boston Collegiate's students come from throughout the city and from families who differ in their race, income level, home language, religious affiliation, and in many other ways. You would assist with community outreach regarding the upcoming March 2020 student lottery, including database management, and also support mid-year student assessments and the day-to-day operations of a non-profit public charter school.

Responsibilities include, but are not limited to, the following:

* Assisting with enrollment event(s)
* Proctoring exams
* Communicating with prospective families who might have made multiple admission applications
* Supporting students who might need additional test accommodations
* Using databases to support families
* Attending all school meetings and assemblies to learn more about the school
* Assisting with mailings, filing, and special projects as needed

**Qualifications:**

* Affable
* Organized
* Willing to ask questions and provide administrative support
* Desire to learn more about family and community outreach along with operations work
* Interested in working with young people
* Experience with Microsoft Office and Google products
* Applicants must be responsible, flexible, hard-working, ethical, and committed to BCCS's mission to support students' preparation for college
* Multilingual in at least one of the following languages preferred but not required: Spanish, Haitian Creole, Cape Verdean Creole, Vietnamese or Cantonese

**Application Requirements:** Please submit a résumé and letter of interest after reviewing our school website [www.bostoncollegiate.org](http://www.bostoncollegiate.org/). The letter of interest should be addressed to Teresa Rodriguez.

**16. BUILDING SUSTAINABLE COMMUNITIES: DIGITAL MEDIA & MARKETING**

**WHO:** **Carolyn Valli, Executive Director of Central Berkshire Habitat for Humanity**

**WHERE: Central Berkshire Habitat for Humanity, Pittsfield, MA**

For more than 25 years, Central Berkshire Habitat for Humanity has worked alongside our neighbors to build strength, sustainability, and self-reliance through shelter. Join our collaborative team and learn about the impact of affordable homeownership, financial stability, and cross-sector services on local communities and families.

**WHAT: DIGITAL MEDIA & MARKETING INTERN:**Central Berkshire Habitat has a fast-paced office environment perfect for developing practical skills in the fields of creative marketing, digital media arts, and non-profit management. Students will plan and create a social media campaign for our yearly Volunteer Income Tax Assistance program, develop online marketing templates for our monthly E-Newsletter, and work with a diverse group of community residents on best practices for non-profit communications in local neighborhoods. You will gain a hands-on experience working alongside the Impact & Program Manager, the Communications Coordinator, and the Resource Development Manager here at Habitat.

The most qualified candidates will be self-starters with high organizational skills, creativity, and a willingness to learn. If you are excited to help build homes, community, and hope, please apply and be part of a national movement of community service and neighborhood revitalization!

**APPLICATION REQUIREMENTS:** Resume and letter of interest. Please address your letter of interest to Ms. Carolyn Valli.

**17. BUILDING SUSTAINABLE COMMUNITIES: COMMUNITY OUTREACH**

**WHO: Carolyn Valli, Executive Director of Central Berkshire Habitat for Humanity**

**WHERE: Central Berkshire Habitat for Humanity, Pittsfield, MA**

For more than 25 years, Central Berkshire Habitat for Humanity has worked alongside our neighbors to build strength, sustainability, and self-reliance through shelter. Join our collaborative team and learn about the impact of affordable homeownership, financial stability, and cross-sector services on local communities and families.

**WHAT: COMMUNITY OUTREACH INTERN-**Central Berkshire Habitat is embedded in the neighborhood and partners directly with residents to instigate change from the ground-up. Our neighborhood revitalization initiative offers has a hands-on environment key for developing practical skills in the fields of grass-roots organizing, sector advocacy, and communications. Students will assist residents with program access and develop strategies for recruitment, assess outreach tools to better mobilize resident volunteers, and work with a diverse group of community residents on best practices for non-profit communications in local neighborhoods. You will gain a hands-on experience working alongside the Impact & Program Manager, the Communications Coordinator, and the Community Outreach Coordinator here at Habitat.

The most qualified candidates will have a high level of flexibility, appreciative listening skills, creativity, and a willingness to learn. If you are excited to help build homes, community, and hope, please apply and be part of a national movement of community service and neighborhood revitalization!

**APPLICATION REQUIREMENTS:** Resume and letter of interest. Please address your letter of interest to Ms. Carolyn Valli.

**18. FINANCIAL SERVICES NOT-FOR-PROFIT--QUANTITATIVE RESEARCH INTERNSHIP**

**WHO: Sarah Keohane Williamson ‘84, CEO FCLTGlobal, Former Williams College Trustee**

Sarah Williamson is the Chief Executive Officer of FCLTGlobal, [**https://www.fcltglobal.org/**](https://www.fcltglobal.org/)a not-for-profit organization dedicated to encouraging long-term behaviors in business and investment decision-making. FCLTGlobal conducts research, convenes business leaders, develops actionable tools and generates broad awareness of ways in which a longer-term focus can increase innovation, economic growth and future savings.

Prior to assuming her current role in July 2016, Williamson spent over 21 years at Wellington Management Company LLP, where she was most recently a Partner and Director of Alternative Investments. Over that time period, Williamson led the development of alternative investments and client solutions, was the Chair of the Wellington Trust Company, opened the San Francisco office, and served in numerous firm leadership roles globally.

Prior to joining Wellington, Williamson spent over five years with McKinsey & Company Inc. (1989 – 1994). She was also employed by the US Department of State (1986 – 1987) and was a mergers & acquisitions investment banker in New York and London for Goldman, Sachs & Co. (1984 – 1986).

She earned her MBA, with distinction, from Harvard Business School (1989) and her BA in economics, with honors, from Williams College (1984). Additionally, she holds the Chartered Financial Analyst and the Chartered Alternative Investment Analyst designations.

**WHERE: FCLTGlobal is a not-for-profit organization in the financial services sector, located in Boston.** The organization works to encourage a longer-term focus in business and investment decision making by developing practical tools and approaches to encourage long-term behaviors across the investment value chain. Longer-term investments create value for all stakeholders, and benefit savers and corporations, alike.

Focusing Capital on the Long Term began in 2013 as an initiative of the Canada Pension Plan Investment Board and McKinsey & Company, which together with BlackRock, The Dow Chemical Company, and Tata Sons founded FCLTGlobal in July 2016.

The organization has a huge opportunity to have deep and lasting impact on business, capital markets and society more widely and is supported by leading corporations, asset managers and asset owners across the globe and a Board comprised of leaders from these organizations.

<https://www.fcltglobal.org/about/members>

<https://www.fcltglobal.org/about/board-of-directors>

**WHAT:**It’s been a little over a decade since the troughs of the great recession. In this time, the stock market has boomed and earnings have never looked better. Instead of mulling how to right their income statements, corporations are now faced with a seemingly win-win decision – what do to with all that excess cash. CEOs have claimed that distributing these excess earnings to shareholders via dividends and stock buybacks offer greater value to shareholders than any further investments in R&D or fixed investment, but how long-term is a buyback really? Is it possible to quantify their impact, both short-term and long-term, within the US and around the world?

As an organization that works to encourage a longer-term focus in business and investment decision-making through the development of practical tools to support long-term behaviors, FCLTGlobal is looking for a driven individual to lay the groundwork for its research project on dividends and buybacks, part of a four-part series of research papers. You would work through the first steps of our research process, which includes reviewing academic literature to understand the current state of the world, finding points of friction between corporates and investors on the issue, forming preliminary ideas for practical tools to solve these issues, and testing these ideas through analyzing large sets of global financial data.

For this project, we would like to find someone with a keen interest in finance that’s passionate about putting academic research into practice. Ideal candidates should have strong analytical skills and be fluent in the statistical functionalities of excel, R, or STATA.

**LEARN MORE:**If you are interested in learning more about FCLTGlobal’s work and Sarah Williamson’s career after she graduated from Williams, please listen to her recent appearance on the Podcast, Capital Allocators.

<http://capitalallocatorspodcast.com/2018/09/02/fcltglobal/>

**APPLICATION REQUIREMENTS:** Resume and cover letter. Please address your cover letter to: Allen He, Senior Research Associate, FCLTGlobal.

**19. FINANCIAL SERVICES NOT-FOR-PROFIT, BOSTON MA-RESEARCH INTERNSHIP**

**WHO:**Sarah Keohane Williamson ‘84, CEO FCLTGlobal, Former Williams College Trustee

Sarah Williamson is the Chief Executive Officer of FCLTGlobal, [**https://www.fcltglobal.org/**](https://www.fcltglobal.org/)a not-for-profit organization dedicated to encouraging long-term behaviors in business and investment decision-making. FCLTGlobal conducts research, convenes business leaders, develops actionable tools and generates broad awareness of ways in which a longer-term focus can increase innovation, economic growth and future savings.

Prior to assuming her current role in July 2016, Williamson spent over 21 years at Wellington Management Company LLP, where she was most recently a Partner and Director of Alternative Investments. Over that time period, Williamson led the development of alternative investments and client solutions, was the Chair of the Wellington Trust Company, opened the San Francisco office, and served in numerous firm leadership roles globally.

Prior to joining Wellington, Williamson spent over five years with McKinsey & Company Inc. (1989 – 1994). She was also employed by the US Department of State (1986 – 1987) and was a mergers & acquisitions investment banker in New York and London for Goldman, Sachs & Co. (1984 – 1986).

She earned her MBA, with distinction, from Harvard Business School (1989) and her BA in economics, with honors, from Williams College (1984). Additionally, she holds the Chartered Financial Analyst and the Chartered Alternative Investment Analyst designations.

**WHERE:  FCLTGlobal is a not-for-profit organization in the financial services sector, located in Boston**. The organization works to encourage a longer-term focus in business and investment decision making by developing practical tools and approaches to encourage long-term behaviors across the investment value chain. Longer-term investments create value for all stakeholders, and benefit savers and corporations, alike.

Focusing Capital on the Long Term began in 2013 as an initiative of the Canada Pension Plan Investment Board and McKinsey & Company, which together with BlackRock, The Dow Chemical Company, and Tata Sons founded FCLTGlobal in July 2016.

The organization has a huge opportunity to have deep and lasting impact on business, capital markets and society more widely and is supported by leading corporations, asset managers and asset owners across the globe and a Board compromised of leaders from these organizations.

<https://www.fcltglobal.org/about/members>

<https://www.fcltglobal.org/about/board-of-directors>

**WHAT:**Over the past century, average life expectancy in the US has risen by almost 30 years, and the standard of living has been improving steadily. However, individual savers and state pensions are now faced with an ever-increasing problem – how do we ensure we have enough to cover people’s retirement spending?

As an organization that works to encourage a longer term focus in business and investment decision-making through the development of practical tools to support long-term behaviors, FCLTGlobal is looking for a driven individual to lay the groundwork for a research project on savings and retirement, part of a series of research papers. Your work will include reviewing academic literature to understand the current state of the world, identifying points of friction between parties at play on the issue, and forming practical next steps to solve these issues.

For this project, we would like to find someone interested in research and retirement systems. Ideal candidates should have strong research, writing, and communication skills and be familiar with the academic research process. By the end of the internship, you should be able to answer the following questions:

* Has the switch from defined benefit (DB) to defined contribution (DC) plans impacted retirement planning on an individual, pension plan, and governmental level?
* What other types of pension systems are out there around the world, and what have been the most effective at providing for retirement for the long run?

**LEARN MORE:**If you are interested in learning more about FCLTGlobal’s work and Sarah Williamson’s career after she graduated from Williams, please listen to her recent appearance on the Podcast, Capital Allocators.

<http://capitalallocatorspodcast.com/2018/09/02/fcltglobal/>

**APPLICATION REQUIREMENTS:** Resume and cover letter. Please address your cover letter to: Allen He, Senior Research Associate, FCLTGlobal.

**20. PIONEERING THE TRANSFORMATION OF WEAPONS TO JEWELRY/SOCIAL ENTREPRENEURSHIP- WRITING AND CREATIVE ASSISTANT**

**WHO:  Elizabeth Suda ’05**--After nearly two years in the Merchandising Department at Coach, Inc., Elizabeth became curious about how and by whom the goods we consume are made. She ventured to the other side of the world and found a home in Laos where she witnessed the intersection of sustainable economic development and globalization. She worked with a local women-led textile business that and consulted on the income generating potential of handcrafts for Swiss NGO, Helvetas’ Rural Income through Sustainable Development Project, RISE.

While on assignment, she met artisans who made spoons from Vietnam War bombs, plane parts, and other scrap aluminum. She had the idea to create a bracelet that was one of the first pieces of jewelry made from weapons to the global market in 2010. Recognizing that market linkage and design are major constraints on artisans, she founded ARTICLE22.

**Where ARTICLE 22, New York, NY**--Article 22 is a lifestyle social enterprise on a mission to tell stories through collections and turn fashion into impact. We design and market innovative yet authentic accessible luxury products and tell stories about and give back to the artisan communities that make them. PEACEBOMB, ARTICLE 22’s first story, is a jewelry collection made from Vietnam War era bombs by artisans in Laos, the most heavily bombed country per capita. The collection provides supplementary income to subsistence farmers and supports land clearance of unexploded bombs. For more on the story, check out the film, <http://www.youtube.com/user/BombsToBracelets>, and see below for further background./user/BombsToBracelets.

**WHAT: Writing and Creative Assistant**-- ARTICLE22 is seeking a creative individual with superior writing skills to research topics related to sustainability and the general theme of transformation. He or she will present this material on ARTICLE22's blog and across social media platforms either in collaboration with an authority in the given fiend or in an entirely original way. Those with photography, illustration, and/or video skills are strongly encouraged to apply, but these skills are not required.

**APPLICATION REQUIREMENTS:** Resume and cover letter. Please address your cover letter to Ms. Elizabeth Suda.

**21. PIONEERING THE TRANSFORMATION OF WEAPONS TO JEWELRY/SOCIAL ENTREPRENEURSHIP-SALES AND MARKETING ANALYST**

**WHO:  Elizabeth Suda ’05**--After nearly two years in the Merchandising Department at Coach, Inc., Elizabeth became curious about how and by whom the goods we consume are made. She ventured to the other side of the world and found a home in Laos where she witnessed the intersection of sustainable economic development and globalization. She worked with a local women-led textile business that and consulted on the income generating potential of handcrafts for Swiss NGO, Helvetas’ Rural Income through Sustainable Development Project, RISE.

While on assignment, she met artisans who made spoons from Vietnam War bombs, plane parts, and other scrap aluminum. She had the idea to create a bracelet that was one of the first pieces of jewelry made from weapons to the global market in 2010. Recognizing that market linkage and design are major constraints on artisans, she founded ARTICLE22.

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**WHAT:** **Sales and Marketing Analyst--**ARTICLE22 is seeking a candidate for a reporting, analysis, and marketing role. The person will assess all facets of 2018 sales from product sold by sales channel to customer analysis and will apply this information to planning for 2020 and beyond. The person should have very strong analytical skills and be well versed in Excel and or willing and able to grow his/ her skillset by taking initiative to watch YouTube videos etc. This role is a very interesting role in that it requires quantitative skills as well as the ability to draw qualitative conclusions such as how to apply the data to business decisions related to how profits are reinvested to grow the business across sales channels (online, wholesale, retail events).

**﻿APPLICATION REQUIREMENTS:** Resume and cover letter. Please address your cover letter to Ms. Elizabeth Suda.

**22. EDUCATION TECH STARTUP**

**WHO: Perry Kalmus ’03, Founder and CEO of AKALA**

AKALA is a new education tech startup based out of sunny Los Angeles. Forget silicon valley and silicon alley (NYC). There is no place like Silicon Beach! Especially when it’s January in Williamstown! AKALA is backed by Google and by GSV, the biggest name in Education Tech. We were also accepted into the Unreasonable Institute, which gets behind companies who think unreasonably big in terms of changing the world. Our goal is to change the paradigm in education by giving all students access to high-quality college counseling. Perry Kalmus started the Princeton Education Network (PEN) back in 2003. For the last 12 years, PEN has been providing the highest-quality test prep and college admissions consulting in America. Now we are bringing that knowledge for which we normally get paid very high sums and turning it into a startup so that everyone can access our expertise at an affordable cost. The operative term is a for-profit-social-enterprise. AKALA will make both a dollar and a difference. We have some exciting partnerships (like IBM Watson) and some big ideas on how affect real change in America.

In January, we will be in the throws of our big beta test with hundreds of consumers on the platform, some from China. If you speak Chinese, you should apply as well (though not required at all. We have a big American arm of the company too). We will also be gearing up for our big Series A round of funding. Come Join us!

Perry Kalmus grew up in Princeton, NJ. He graduated from The Lawrenceville School in 1999. He was a member of the Region 1 soccer team for the U.S. Olympic Development Program, and played Varsity soccer at Williams. He was an Economics major and studied abroad in Italy and Australia. After graduating from Williams in 2003 he founded an educational consulting firm based out of Princeton, NJ ([www.princetoned.com](http://www.princetoned.com/)). Then in 2005, he moved out to Los Angeles and started working in the entertainment business. After a stint at one of the big three Hollywood talent agencies, Perry started a tech startup in the bar and nightlife space. Now he has transitioned to his 2nd startup, which is focused on fixing the problems in college admissions in America.

**WHERE:**  **Offices are located in Los Angeles. Interns must be able to find their own housing in Los Angeles.**

**WHAT:** Winter Study students will get to work directly with Perry and play an active role in the expansion process of an up-and-coming start-up. Coders are welcome as well. You will work with our tech team to help build out the AKALA product.

**APPLICATION REQUIREMENTS:**Resume and SHORT letter of interest addressed to Mr. Perry Kalmus.

**23. TECH STARTUP: END-TO-END TRADE FINANCE TECHNOLOGY PLATFORM- GROWTH AND NEW MARKETS INTERN-REPORTING TO THE CHIEF REVENUE OFFICER**

**WHO: Chris Hale '00 is the founder and CEO of Kountable**, an end-to-end trade finance platform startup that brings local businesses and global players together to collaborate in a transparent and reliable way. Based out of San Francisco, Kountable works with small businesses and large organizations across the globe to create new opportunities, provide accountability, and improve accessibility to hardware and equipment using data-driven technology. With Kountable, small business agility meets big business stability and innovation is distributed to all parts of the world.

A serial entrepreneur, Hale has a passion for finding creative solutions to complex problems. Prior to Kountable, he co-founded and served as COO of Perigon Wealth Management, an RIA serving hundreds families across the United States with financial management solutions. He combines over a decade of financial experience with a drive for impacting positive change in the world. Hale earned his Bachelor’s degree in Biology and English from Williams College.

**Where: Kountable, San Francisco, CA**

**Kountable**is a multinational technology and trading company headquartered in San Francisco, CA, with corporate entities in Grand Cayman and Mauritius, and additional offices in Kigali, Rwanda and in Nairobi, Kenya.

Kountable Inc., founded in February 2015, began with a mission to turn social capital into financial capital for small entrepreneurs underserved by conventional banking. It has since evolved into an end-to-end finance trading platform that multiplies the unique capabilities of global small and medium enterprises (SMEs) who have been traditionally marginalized in the global supply chain. Bringing global SMEs into the supply chain benefits all the players in global trade transactions and Kountable’s platform is constantly evolving to maximize the value that can be created for all stakeholders when big and small players work together on a global scale.

**WHAT: GROWTH AND NEW MARKETS INTERN**-Seeking an intern to help assist the Chief Revenue Officer to help research, create, and test operational processes and opportunities as Kountable enters new markets.  The intern will conduct internal and external research to identify opportunities and risks within a market as well as internal metrics of past growth to determine if new markets are viable. S/he will also assist in creating, documenting, and/or perfecting new processes (data entry, product use, internal/external communication, reporting, handoffs). She/he will have a large variety of tasks (some big and some small) that will require a proactive, confident attitude, a capacity for working independently with speed and precision, and attention to detail. Ideally, s/he will know how to use excel, will be comfortable with data, and will have strong writing skills.

**APPLICATION REQUIREMENTS:**  Resume and letter of interest. Please address your letter of interest to Ms. Jonelle Burke, Chief Administrator, Kountable.

**24. TECH STARTUP: END-TO-END TRADE FINANCE TECHNOLOGY PLATFORM- MARKETING/BUSINESS DEVELOPMENT INTERN-REPORTING TO THE PRESIDENT**

**WHO: Chris Hale '00 is the founder and CEO of Kountable**, an end-to-end trade finance platform startup that brings local businesses and global players together to collaborate in a transparent and reliable way. Based out of San Francisco, Kountable works with small businesses and large organizations across the globe to create new opportunities, provide accountability, and improve accessibility to hardware and equipment using data-driven technology. With Kountable, small business agility meets big business stability and innovation is distributed to all parts of the world.

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**Where: Kountable, San Francisco, CA**

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**WHAT: Marketing/Business Development Intern**Kountable is at an exciting time in its development where we are faced with a multitude of potential market opportunities and possible revenue streams for our platform. This position will involve market research and the development of business cases and market studies for different opportunity sets as we ready our technology platform for deployment through applications to new customer groups. The target opportunities will likely be global, and an interest in developing economies will be an asset. This internship will be a good fit for someone who can communicate in numbers as well as words, with at least basic business and financial knowledge, a creative, inquisitive problem-solving mind and a keen interest in game-changing innovation and how the business makes it happen at scale. You will learn what it’s like to work in a fast-moving global tech startup that is at the cusp of going to scale after 4 years of growth through proof of concept. It will be a very exciting time to be on the Kountable team and your work with us will put you right where decisions are being made about how to scale, deploy capital and develop markets strategically for a global tech platform that serves multinational corporations, central governments, large foundations, NGOs, and small and medium enterprises. See [www.kountable.com](http://www.kountable.com/) for more about what we’re up to.

**APPLICATION REQUIREMENTS:**  Resume and letter of interest. Please address your letter of interest to Ms. Jonelle Burke, Chief Administrator, Kountable.

**﻿25. ARTIFICIAL INTELLIGENCE & CONSUMER MEDIA**

**WHO: Natalie Weyerhaeuser ’15**

While at Williams, Natalie was a Computer Science and French major as well as a member of the varsity soccer team. After graduating in 2015, Natalie went to work as a software engineer at Foursquare in New York City, where she eventually oversaw the team responsible for the quality of Foursquare’s database of places as a technical lead. In 2018, Natalie moved to the Bay Area to become the first engineer/employee at Lumi Labs, a technical studio founded by two former executives of Google and Yahoo: Marissa Mayer and Enrique Muñoz Torres.

The Lumi Labs family has also welcomed full-time software engineer Pamela Mishkin ’16, former winter study intern and summer intern Betsy Button ’21, and former summer intern Matthew Seligson ’20.

**WHERE: Lumi Labs, 165 University Avenue, Palo Alto, CA**

**WHAT: Software Engineering Intern** You will have the opportunity to immerse yourself in a start-up at the beating heart of Silicon Valley, and participate in the process of bringing software products to market. As a software engineering intern, you will be expected to jump in and start contributing code within your first week on the job. We are a small team, and we consider interns to be an integral part of it, even if you are only with us for a few weeks - just ask Betsy Button!

For you, this is a chance to make a meaningful impact on a real product and real users. We expect you to be a self-starter and an eager learner, since we move fast and projects are always in flux.

Coding aptitude required, experience with artificial intelligence/machine learning is a plus. You will be expected to work every day (M-F) at our office in Downtown Palo Alto.

**APPLICATION REQUIREMENTS:**Resume, cover letter. If there is a fit, we will follow up with technical phone screens.

**26. SOFTWARE DEVELOPMENT: MACHINE LEARNING IN PREDICTIVE ANALYTICS OR NATURAL LANGUAGE PROCESSING - SERVICE MANAGEMENT GROUP**

**WHO: Andy Fromm P’17, CEO, Service Management Group (SMG)**

SMG develops state-of-the-art, integrated measurement and analytic technologies, which give business leaders the insights necessary to implement long-term growth strategies. Our groundbreaking products generate vast quantities of geospatial and consumer experience data, process these data in near-real-time, and produce elegant visualizations that convey complex results accurately and in meaningful formats. SMG is seeking highly motivated individuals to help us develop the next-generation, big-data analytics which will revolutionize the industry and greatly enhance the experiences of US consumers.

**Your mentors will be SMG’s Vice President, Data Science, Joe Chen, Ph.D.** and **SMG’s** **Data Scientist, Matt Bower, M.S.**, **SMG’s Machine Learning Engineer, John McCain**, **and Data Science Lead, Eric Lemmon.**

* Joe has over 20 years of experience developing solutions of predictive analytics, prescriptive analytics, and quantitative analytics in the financial and energy industries. He holds a Doctorate Degree in Operations Research from the University of California, Los Angeles (UCLA), and a M.A. in Physics from the City University of New York. He first learned mathematical statistics and machine learning from Harry Markowitz (1990 Nobel Prize) and James MacQueen (IMS Fellow & author of k-means). Joe has been invited to talk in numerous industrial conferences.
* Matt has 8 years of experience in Data Analytics and BI. He is proficient in Python, R, Machine Learning, SQL, and Google Analytics. He holds a M.S. from Rockhurst University, concentrating on Analytics and Business Intelligence.
* John is a key contributor to SMG’s predictive analytics and natural language processing capabilities. He has a hand in the end-to-end machine learning process—from training and validation, to building real-time prediction APIs.
* Eric is charged with integrating data science output into SMG’s wide spectrum of data and analytics products to deliver business value to our clients. He has the mindset of a data architect and engineer, supporting the team with big data processing expertise.

**WHERE**: **Downtown Kansas City, MO-Housing List Provided**

**WHAT**: As a winter-study intern on our Data Science team, you’ll prototype new Machine Learning applications in predictive analytics. These applications will be designed to discover patterns and insights hidden in consumer experience data sets containing geospatial, unstructured text and temporal components. Potential projects include:

* Sentiment Detection – Build a machine learning classifier to classify unstructured data into three categories: Positive, Neutral, and Negative
* Churn Prediction on structured data and unstructured data, including service-driven and price-driven churn outcomes.
* Information Value of a survey response - Define a numerical measure (e.g. entropy) to quantify how much information of a survey measure carries.
* Entity Recognition - Build machine learning models to identify entities (e.g. products, people, etc.) in unstructured text.
* Visualization - Tell a clear story by reducing the results of complex analyses to an intuitive visual reference.
* Model Interpretability - Build an industry-standard process for uncovering which features contribute to a classifier's result.

**APPLICATION REQUIREMENTS**: Senior or Junior-level Computer Science, Applied Math, Statistics, Industrial Engineering/Operations Research, or Economics major who has classroom experience with Python programming and statistics. Please submit your resume

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**27. SOFTWARE DEVELOPMENT: PREDICTIVE ANALYTICS**

**SOFTWARE DEVELOPMENT: PREDICTIVE ANALYTICS - SERVICE MANAGEMENT GROUP**

**WHO**: **Andy Fromm P’17, CEO, Service Management Group (SMG)**

SMG develops state-of-the-art, integrated measurement and analytic technologies, which give business leaders the insights necessary to implement long-term growth strategies. Our groundbreaking products generate vast quantities of geospatial and consumer experience data, process these data in near-real-time, and produce elegant visualizations that convey complex results accurately and in meaningful formats. SMG is seeking highly motivated individuals to help us develop the next-generation, big-data analytics which will revolutionize the industry and greatly enhance the experiences of US consumers.

**Your mentors will be SMG inhouse Data Science experts, Nic Wright, M.A. and Derrick Cline, M.A.**

* Nic has worked in machine learning, data analytics, and advanced research for over 5 years in the software industry. He has a Master degree in Economics from the University of Connecticut, focusing on applied statistics. Nic has been recognized an inhouse expert in Data Science.
* Derrick Cline is an advanced market research professional with over 13 years of experience delivering actionable insights for clients. He has been with SMG for over nine years and as a researcher he builds dashboards and uses visit and survey data to uncover brand and industry trends. Derrick has a Master of Arts in Sociology from Kansas State University.

**WHERE**:**Downtown Kansas City, MO--Housing List Provided**

**WHAT**: As a winter-study intern on our Data Science team, you’ll prototype Machine Learning applications relevant to the Consumer Service Industry. The objective will be to develop predictive analytics solutions on unstructured data and obtain rich insights about consumer behaviors. These solutions will help companies to improve customer experience. Potential intern projects include

* Unstructured topic modeling - Identify latent topics in consumer survey text data, allowing business to better drive positive customer experience.
* Identifying anomalous shifts in time series text data - Identify when text entities and topics have had a larger change in frequency of mention than what would be considered 'normal'

**APPLICATION REQUIREMENTS**: Senior or Junior-level Computer Science, Applied Math, Statistics, Industrial Engineering/Operations Research, or Economics major who has classroom experience with Python programming and statistics. Please submit your resume.

**28. EXECUTIVE RECRUITING CONSULTING DIGITAL FOCUS**

**WHO: Tuck Rickards ’86, Managing Director – Russell Reynolds Associates. Co-leader of Digital Sector.**Russell Reynolds Associates ([www.russellreynolds.com](http://www.russellreynolds.com/)) is one of the world’s leading global executive recruiting firms focusing on senior level recruiting and assessment assignments for clients ranging from Fortune 500 organizations to high growth, venture backed businesses. As an executive search consultant, Tuck advises Fortune 500 organizations on talent and innovation, with a particular emphasis on recruiting high-impact digital leaders with expertise in the areas of Mobile, Social and Analytics.  He also works closely with Private Equity and Venture Capital firms to recruit senior leaders to their portfolio companies.  Tuck splits his time between the San Francisco and Boston offices. Tuck was previously Founder/CEO of Virtual Emporium, an online shopping portal, Product Manager – Multimedia for Harman International and a banker with Goldman Sachs and Montgomery Securities.

**WHERE: San Francisco, CA**office of Russell Reynolds Associates, which has 65 people.  Consultants in San Francisco have extensive expertise in senior-level executive search and assessment for innovative and transformational businesses in Consumer (including Digital, Media and ecommerce), Healthcare, Technology, Industrial/Natural Resources, Nonprofit, and Financial Services. You will be working on assignments ranging from special projects to support upcoming thought leadership publications (such as exploring the leadership implications of digital disruption) to active research on senior level search assignments (search strategy, target company lists, candidate name generation).  You will get exposure to what top talent looks like and what companies look for in next generation leadership teams. You will have time to reflect on your own career goals and get input and advice from the professional staff at Russell Reynolds.

**WHAT:** You’ll be working on a special projects with Tuck Rickards and other senior executive search consultants.

**APPLICATION REQUIREMENTS:**Resume and Statement of Interest as well as summary of your career goals and aspirations.  **Your statement of interest should be addressed to Mr. Tuck Rickards.**

**29. INFORMATION TECHNOLOGY CONSULTING**

**WHO: Reed M. Wiedower '00**

Reed is the Chief Technology Officer and Global Alliance Manager at New Signature, a global IT consulting firm with offices in the US, Canada, the UK, the Philippines and South Africa. He's spent time at a wide variety of IT firms and positions, working on the technical and business sides of the house, which stretched his double-major skills in Political Science and English. Currently, he provides strategic guidance to the technical side of New Signature and manages their relationship with Microsoft, mixing education, sales and consulting together. He wishes there were more Ephs at his firm.

**WHERE: New Signature (headquartered in downtown Washington, DC)**is a Microsoft-focused IT consulting firm with a wide variety of clients from large multi-national corporations to small non-profits, legal firms to lobbying shops, think tanks to financial services firms. It acts as a one-stop spot to shop for IT needs, providing strategic guidance from the planning stages through post-implementation, all leveraging Microsoft cloud platforms. We have been awarded Microsoft’s Partner of the Year four times in the past five years and are also listed on the Inc 5000 for fastest growing private companies in America. Today our employees number over 500 and are spread across the globe.

**WHAT:**The selected student should be first and foremost, a good communicator. New Signature employees are strategic consultants dedicated to delivering an amazing customer experience, so we want applicants to be able to speak and conduct themselves properly. Secondarily, we're looking for students who get excited about technology. Applicants should be excited about implementing the latest technologies to help businesses transform.

If you are frustrated when you visit an organization that relies upon paper forms, or process that take days instead of seconds, or the lack of any self-service capabilities, we want you to join our team to help out! Finally, we want to have onboard individuals who are excited to learn, even if it is outside their area of expertise. Students won't be drilled on their technical knowledge, but a basic understanding of technology is useful. Many of our key consultants and leaders (including me!) are English majors, not CompSci majors, so we take all types of people. We just need people who can learn quickly and research complex topics. Unlike larger firms, where you may be relegated to making copies/coffee, if you want to wrap your hands around the latest trends in technology, New Signature will let you play in our silicon sandbox.

**APPLICATION REQUIREMENTS:**The candidates have to submit a resume and a letter of interest. No comic sans! Your letter of interest should be addressed to: Mr. Reed Wiedower.

**30. INTERNATIONAL DEVELOPMENT/SUSTAINABILITY-THE INTERSECTION BETWEEN ENVIRONMENT, CORPORATE SUSTAINABILITY AND INTERNATIONAL BUSINESS -DESCRIPTION ADDED 10/8/19!**

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**WHO: Thomas Buck ‘91**, Director, Natural Capital

**WHERE**: **Resonance** (<https://resonanceglobal.com/>), **Burlington, Vermont**

**WHAT**: Resonance is a global advisory and project management firm specializing in international development and sustainability. Resonance builds partnerships between the public and private sectors to protect the environment and improve lives and livelihoods for people around the world. Our work here is unique, definitely engaging, and will provide a stimulating summer engagement for the right candidate.

Worldwide, Resonance is a demonstrated leader in developing partnerships that unlock value for both the private and public sectors. We create partnerships that get to the heart of business objectives while applying private sector innovation to key development challenges. Resonance has a strong track record in building partnerships for and with the private sector to protect and sustain natural capital. We are currently leading partnership development and investment facilitation efforts in projects focused on the environmental conservation, corporate sustainability, market and workforce development, water and sanitation, disaster risk reduction, and many other issues.

This internship opportunity will focus on helping to expand the application of the Resonance’s Partnership Assurance Model for sustainable seafood (<https://resonanceglobal.com/pam/>), which is building partnerships and investment in sustainable seafood. The internship would be well suited for any student interested in the intersection between environment, corporate sustainability and international business. Knowing Williams, the ideal candidate would have a focus on economics, environmental studies/policy, business, or another field of study that incorporates both quantitative and qualitative analysis related to environment and business sustainability issues.

Resonance staff will work with the Winter Study intern to develop a tailored research assignment that both serves Resonance’s current business development or project needs and aligns with the academic or professional interests of the student. With advance notice, Resonance can also help the intern to find a room in Burlington for January.

**APPLICATION REQUIREMENTS**: Interested applicants will submit a resumé and a cover letter. In addition to a sense of curiosity and enthusiasm for the fields of business studies and/or sustainability, outstanding candidates will have overseas work, study, or travel experience; a strong academic record; and/or proficiency in a foreign language. **Please address your letter to Charlotte Mack-Heller, Director Natural Capital, Resonance.**

**31. NON PROFIT STARTUP-THE INTERSECTION OF MARKETING, TECHNOLOGY, COMMUNITY ENGAGEMENT & EDUCATION**

**﻿WHO: Rana S. Kannan '04, Managing Director, Boston School Finder**

Founded in 2017 [Boston School Finder](https://www.bostonschoolfinder.org/) is a non-profit organization that aims to democratize school enrollment and admissions for all Boston families, especially those who are most underserved. Boston School Finder uses technology, marketing, and community engagement/outreach to support families in navigating the school enrollment and admissions process.

**WHERE:** Boston, Massachusetts. Our offices are located in the South End neighborhood of Boston.

**WHAT:** We are seeking an intern or two to work in marketing and/or community outreach/engagement. Interns would have the opportunity to support several functions across the organization, and get real, impactful experience/knowledge about education, school districts, and working at the intersection of a non-profit and technology startup.

We are looking for a curious, detail-oriented, self-starting Williams student who is a strong writer, and can work well independently and on a team. Spanish speaking skills are a plus.

**APPLICATION REQUIREMENTS**: Resume and cover letter. Please address your cover letter to: Rana S. Kannan '04, Managing Director, Boston School Finder.

**32. NON-PROFIT/INTERNATIONAL DEVELOPMENT-END EXTREME POVERTY-COMMUNICATIONS AND DEVELOPMENT INTERN**

**WHO: Rhonda Zapatka, Vice President of Development-Williams-Mystic Maritime Studies Program, Fall ’92.** Rhonda joined Trickle Up in 2009. Prior to Trickle Up, Rhonda was the VP of Institutional Advancement at The After-School Corporation, the Associate Director of Development at Prep for Prep, and a Senior Resource Development Officer at Local Initiatives Support Corporation (LISC). Prior to working in nonprofit management and fundraising, Rhonda was an Editorial Researcher at *Reader’s Digest* magazine and an analyst at Mintz Levin & ML Strategies, a Boston law and consulting firm. She earned a BA in Urban Studies with honors from Wellesley College, including coursework at MIT and the Williams College-Mystic Seaport Maritime Studies Program. She earned an MPA from the National Urban Fellows Program where she won the Capstone Award for her thesis on tax credit legislation and for being fellowship class valedictorian. A writer in her free time, Rhonda is a former faculty member of The Albright Institute at Wellesley College. She has spoken on numerous panels regarding nonprofit fundraising and philanthropy, including Ellevate, the Association for Fundraising Professionals, and Effective Altruism. **Rhonda will be available for mentorship opportunities during winter study.**

**Andrew Rizzardi joined Trickle Up in 2018 as Communications Officer**. Andrew previously served as the Communications Coordinator for the Institute for the Study of Human Rights at Columbia University from 2014-2018. He was also a program associate with Freedom House and a researcher, editor, and writer for the Freedom of the Press report. He holds a M.A. in International Relations and B.A. in Communications from American University.

**WHERE:** Trickle Up is a non-profit organization headquartered in New York City that works in 19 countries with offices in Coban, Guatemala; Ougadougou, Burkina Faso; and Kolkata, India. Founded in 1979, Trickle Up helps women and families graduate out of extreme poverty by advancing their economic and social well-being. The Trickle Up program, backed by evidence of its effectiveness, gives people grants to start businesses and earn stable incomes, and helps them join savings groups, access credit, and learn new skills. We address vulnerability by focusing on reaching women and their families, young women, refugees and displaced persons, people with disabilities, and indigenous persons.

To scale our impact, Trickle Up drives large-scale change by partnering with governments, global institutions, and local organizations. We help them design and implement programs, track and communicate what we learn, and, ultimately, address the needs of highly vulnerable populations effectively and sustainably.

**WHAT: Communications & Development Intern-**This intern will support the Development & Communications teams with activities connecting Trickle Up's work to target audiences and donors, media, peer organizations, and the general public. Activities include online communications, press relations, and relationships with peer organizations.

In addition, the intern will become Trickle Up’s historian, ensuring relevant documents from Trickle Up’s four decades in operation are well-organized for the digital age. Activities include digitizing documents and videos and organizing digital files for our knowledge management system. Specific duties will include:

* Organizing and creating content for the Trickle Up website
* Creating and posting content to Trickle Up’s social media platforms, and monitoring media and other outlets for relevant news, trends and coverage of Trickle Up and issues related to the fields of international development and poverty alleviation.
* Researching opportunities to increase visibility of Trickle Up with the general public through press and editorial calendars.
* Cataloging and digitizing Trickle Up content and collateral
* Coordinating with the development and fundraising team to support their efforts in research and outreach, and handling some administrative responsibilities, including maintenance of files and digital and print content

**LEARN MORE:**If you are interested in learning more about Trickle Up, please visit our website: [www.trickleup.org](http://www.trickleup.org)

**APPLICATION REQUIREMENTS**: Resume and cover letter. Please address your cover letter to Andrew Rizzardi, Communications Officer, Trickle Up, 104 West 27th Street, 12th Floor, New York, NY 10009.

**33. NON-PROFIT/INTERNATIONAL DEVELOPMENT-END EXTREME POVERTY-PROGRAM QUALITY INTERN**

**WHO:** Rhonda Zapatka, **Vice President of Development-Williams-Mystic Maritime Studies Program, Fall ’92.** Rhonda joined Trickle Up in 2009. Prior to Trickle Up, Rhonda was the VP of Institutional Advancement at The After-School Corporation, the Associate Director of Development at Prep for Prep, and a Senior Resource Development Officer at Local Initiatives Support Corporation (LISC).

Prior to working in nonprofit management and fundraising, Rhonda was an Editorial Researcher at *Reader’s Digest* magazine and an analyst at Mintz Levin & ML Strategies, a Boston law and consulting firm. She earned a BA in Urban Studies with honors from Wellesley College, including coursework at MIT and the Williams College-Mystic Seaport Maritime Studies Program. She earned an MPA from the National Urban Fellows Program where she won the Capstone Award for her thesis on tax credit legislation and for being fellowship class valedictorian. A writer in her free time, Rhonda is a former faculty member of The Albright Institute at Wellesley College. She has spoken on numerous panels regarding nonprofit fundraising and philanthropy, including Ellevate, the Association for Fundraising Professionals, and Effective Altruism. R**honda will be available for mentorship opportunities during winter study.**

Barbara Jackson joined Trickle Up in 2017 as Vice President of Program Operations following extensive experience with CARE International. She worked with CARE International in numerous functions and locations for over 25 years including serving as CARE International's Humanitarian Director overseeing emergency preparedness and response globally. She was responsible for leading CARE's humanitarian strategy and development incorporating emphasis on reaching women and girls' in humanitarian contexts through an empowerment approach. She also served as Country Director in Mozambique, Bolivia, and Honduras as well as Assistant Country Director, Program Director and Project Manager in Ethiopia, Uganda, Bangladesh, and Guatemala. Ms. Jackson holds a Ph.D. in International Health Education (all but dissertation) from the University of Texas – Austin and a Master’s degree in Physical Anthropology from the University of Missouri – Columbia.

**WHERE:** Trickle Up is a non-profit organization headquartered in New York City that works in 19 countries with offices in Coban, Guatemala; Ougadougou, Burkina Faso; and Kolkata, India. Founded in 1979, Trickle Up helps women and families graduate out of extreme poverty by advancing their economic and social well-being. The Trickle Up program, backed by evidence of its effectiveness, gives people grants to start businesses and earn stable incomes, and helps them join savings groups, access credit, and learn new skills. We address vulnerability by focusing on reaching women and their families, young women, refugees and displaced persons, people with disabilities, and indigenous persons.

To scale our impact, Trickle Up drives large-scale change by partnering with governments, global institutions, and local organizations. We help them design and implement programs, track and communicate what we learn, and, ultimately, address the needs of highly vulnerable populations effectively and sustainably

**WHAT: Program Quality Intern:** You will be asked to consolidate our four program strategies, and an overarching “Road Map,” into a compelling ten-page document. For this project, we would like to find someone who has strong conceptual, writing, and formatting skills. The winter study intern will *not* be responsible for developing content but, rather, for distilling significant amount of content into one concise, overarching document

**LEARN MORE:**If you are interested in learning more about Trickle Up, please visit our website: [www.trickleup.org](http://www.trickleup.org).

**APPLICATION REQUIREMENTS:**Resume and cover letter Please address your cover letter to: Barbara Jackson, VP of Programs, Trickle Up, 104 West 27th Street, 12th Floor, New York, NY 10009**.**

**34. INTERNATIONAL DEVELOPMENT/SUSTAINABILITY-THE INTERSECTION BETWEEN HUMANITARIAN AID, CORPORATE SUSTAINABILITY AND INTERNATIONAL BUSINESS-NEW!--ADDED 10/8/19!**

**﻿WHO: Thomas Buck ‘91**, Director, Natural Capital

**WHERE**: **Resonance** (<https://resonanceglobal.com/>), **Burlington, Vermont**

**WHAT**: Resonance is a global advisory and project management firm specializing in international development and sustainability. Resonance builds partnerships between the public and private sectors to protect the environment and improve lives and livelihoods for people around the world. Our work here is unique, impactful, and will provide a stimulating engagement for the right candidate.

Worldwide, Resonance is a demonstrated leader in developing partnerships that unlock value for both the private and public sectors. We create partnerships that get to the heart of business objectives while applying private sector innovation to key development challenges. Among other focal areas, Resonance has a strong track record in building partnerships for and with the private sector to help the US Agency for International Development (USAID) and their Office of U.S Foreign Disaster Assistance (OFDA) prepare for and respond to humanitarian crises and natural disasters.

This internship opportunity will focus on helping to identify key challenges that other humanitarian organizations (e.g. NGOs and UN agencies) face when trying to partner with businesses, investors, and other private sector organizations to provide both proactive and reactive humanitarian assistance. The internship would be well suited for any student interested in the intersection between humanitarian aid, corporate sustainability and international business. Knowing Williams, the ideal candidate would have a focus on economics, business, or another field of study that incorporates both quantitative and qualitative analysis related to international relations, public health, and business sustainability issues.

Resonance staff will work with the Winter Study intern to develop a tailored research assignment that both serves Resonance’s current innovation and market research needs and aligns with the academic or professional interests of the student. With advance notice, Resonance can also help the intern to find a room in Burlington for January.

**APPLICATION REQUIREMENTS**: Interested applicants will submit a resumé and a cover letter. In addition to a sense of curiosity and enthusiasm for the fields of business studies and/or sustainability, outstanding candidates will have overseas work, study, or travel experience; a strong academic record; and/or proficiency in a foreign language. **Please address your letter to Seth Olson, Innovation Senior Analyst, Resonance.**