

Fellowship Announcement

The International Center for Conciliation (ICfC) is excited to offer this fellowship opportunity to bright, future leaders in the field of ethno-religious conflict resolution!

The ICfC is a 501(c)(3) non-profit, non-governmental organization based in Brookline, Massachusetts, USA and founded in 2001. We convene skilled academicians, practitioners and new talents to work on the most serious problems of our time. At the ICfC, we believe that by bringing together opposing parties to face their past with the help of skilled mediators, we can curtail the growing incidence of violent ethnic and religious conflicts in the world. We believe that memories of past grievances, indignities, and pain all contribute to these feelings of hatred and indifference, and enduring peace can only be possible by first addressing these issues and not only pecuniary interests.

We act as mediators and facilitators of dialogue; as advocates for historical conciliation and awareness; and as trainers of local people who can work on the problems of their region and country. As a young, vibrant, welcoming organization, we are prepared to provide opportunities for Fellows to work directly with the people we seek to help, both on site and in Boston. Fellows are included and challenged by taking leading roles in shaping our activities, such as:

- Consultation independently with stakeholders from one or more "sides" to a conflict, in order to describe our services, learn more about the needs and the context, and discuss possible projects. This stage also may include public meetings and workshops, on site (often abroad) to become better acquainted with the community, the issues, and the stakeholders involved.
- Assessment of the conflict, including independent research by Fellows, in which we cater our group exercises to the specific context of the engagement, formulate a tentative

plan, budget, and timeframe for the engagement, and search for and commit funds to the project.

- Convening in which we seek to bring in representatives of all key parties and stakeholders in the conflict: these might include community leaders,

insurgents, government officials who can dialogue in an unofficial capacity, and those who feel that they need a voice at the table.

- Mediation or Facilitation at meetings, workshops, and other round-tables in which we conduct exercises with young leaders, and, where appropriate, travel with participants to historic sites. Specifically, our group exercises include role play simulations; discussion of case studies, both real and hypothetical; and the mediation of specific disputes that arise. Our mediation is done in the context of historical narrative, where appropriate, or in the context of immediate interests, where appropriate, or related to both disputed histories and disputed interests.

- Dissemination of the ideas generated from our work. The methods of diffusion vary depending on the project. They may include spreading awareness through train-the-trainer programs, through the joint writing and publication of new history textbooks; through the commemoration of shared history through public monuments and acts; through the establishment of joint historical commissions; through rituals of peacemaking; and other options as are generated by the parties themselves

Fellowship Description:

Fellows are treated as independent consultants and given broad freedom in determining the focus of their work. Working closely with the Director of the ICfC, Dr. Hillel Levine, Fellowship projects may include, but are not limited to, the following:

Theory and model development:

Work closely with the ICfC President, Hillel Levine, to elaborate and refine the Institute's conceptual model, direction, and approach to disputed histories. Apply and adapt the theories of narrative mediation and principled negotiation in the context of the ICfC work in specific locales and more broadly. Assist to develop a strategic, entrepreneurial, innovative plan for the organization for the next five years.

Materials development:

Research the facts and historical antecedents of conflicts that the Center is involved with; draft conflict assessment papers for internal use as well as to share with clients of the Institute (and potentially published on the Institute's

web site); apply the Institute's unique mediation approach to the facts of particular engagements of the ICfC; write, test, and revise mediation role play simulations, labs, meeting facilitation plans, lesson plans; conflict resolution training plans; and case studies of the Institute's past success stories, based on research, interviews and review of past project reports.

Specific engagements:

Travel to and assist in delivery of the Institute's services, possibly including travel internationally or domestically to meetings, colloquia, conferences, workshops, mediations and/or trainings. Delivery of mediation and ethnic conflict management trainings, facilitations, mediations, speeches, "train the trainer" workshops, or other services on behalf of the Institute. Correspond frequently with contact partners for specific projects abroad. Possible locations include India, Korea, Japan, China, Cambodia, Israel, Europe, and more.

Alliance, outreach, organizational development and administration:

Develop ties and coordination with other conflict resolution NGOs, in Boston and elsewhere, who are working in the same areas that the Institute is working; identify and convene possible new groups of people/disputants who would be candidates for the Institute's services. Research and write grant proposals, letters to donors, and otherwise pursue fundraising channels. Web site content development. Assist in the basic administration of the ICfC.

Post-fellowship commitment:

Continuing involvement with the Center, including attendance at fellows retreats and/or board meetings when feasible and appropriate; contact with, and orientation of, future ICfC fellows; maintenance of regular contact with the President, Hillel Levine.

Duration:

The Fellowship duration is negotiable. Though the ICfC is looking for Fellows who can commit to work full-time (40 hours per week) for a minimum of six months and preferably for closer to at least one year, part-time fellowships are also possible. The Fellowship might include an offer

from the Center for the Fellow to continue for preferably for closer to at least one year, part-time fellowships are also possible. The Fellowship might include an offer from the Center for the Fellow to continue for an extended period or a future period. Fellows will normally be based around Boston, MA for the larger portion of their fellowship, unless travel abroad to project sites requires otherwise.

Qualified Candidates:

Prime candidates should have or be working toward completion of an advanced degree in a relevant social science field, such as conflict resolution / dispute resolution, political science, law, peace studies, history, psychology, sociology, anthropology, government, etc. (this list is not exhaustive); demonstrate a genuine interest and track record of involvement with peacemaking projects or studies; be willing and able to work in an entrepreneurial, small-group team of people from varied academic backgrounds; and be prepared to do both the conceptual and administrative work of setting up projects and keeping them going. Energy and enthusiasm, as well as an interest in other cultures, are a must. Fluency in both written and oral English is required. Proficiency in at least one language other than English is preferred.

Financial Support:

The Center seeks to ensure that Fellows are compensated at a rate comparable to other non-profit fellowships of this sort based in the Boston area. However, the availability of financial compensation is determined on a case-by-case basis and depends on the Center's funding situation from year to year. The ICfC will accept Fellows who have secured funding from other appropriate organizations and who will be using those funds for purposes well aligned with the Center's mission. Fellows should first apply to other organizations to receive funding. Upon a showing that the Fellow has duly applied and not been able to secure sufficient funding to cover personal expenses, the Center may negotiate a rate of subsidization of the Fellows' expenses and pay the Fellow on a consultant basis.

Application Process:

There is no set deadline or timeframe to start a Fellowship with the Institute; we are always considering applications. To inquire about fellowships, e-mail

it to Dr. Hillel Levine at hlevine@centerforconciliation.org along with a resume, writing sample, and list of references. If interested, the Center will contact you to set up an interview in person or by telephone. With questions, e-mail hlevine@centerforconciliation.org or call (617) 353-4428.