

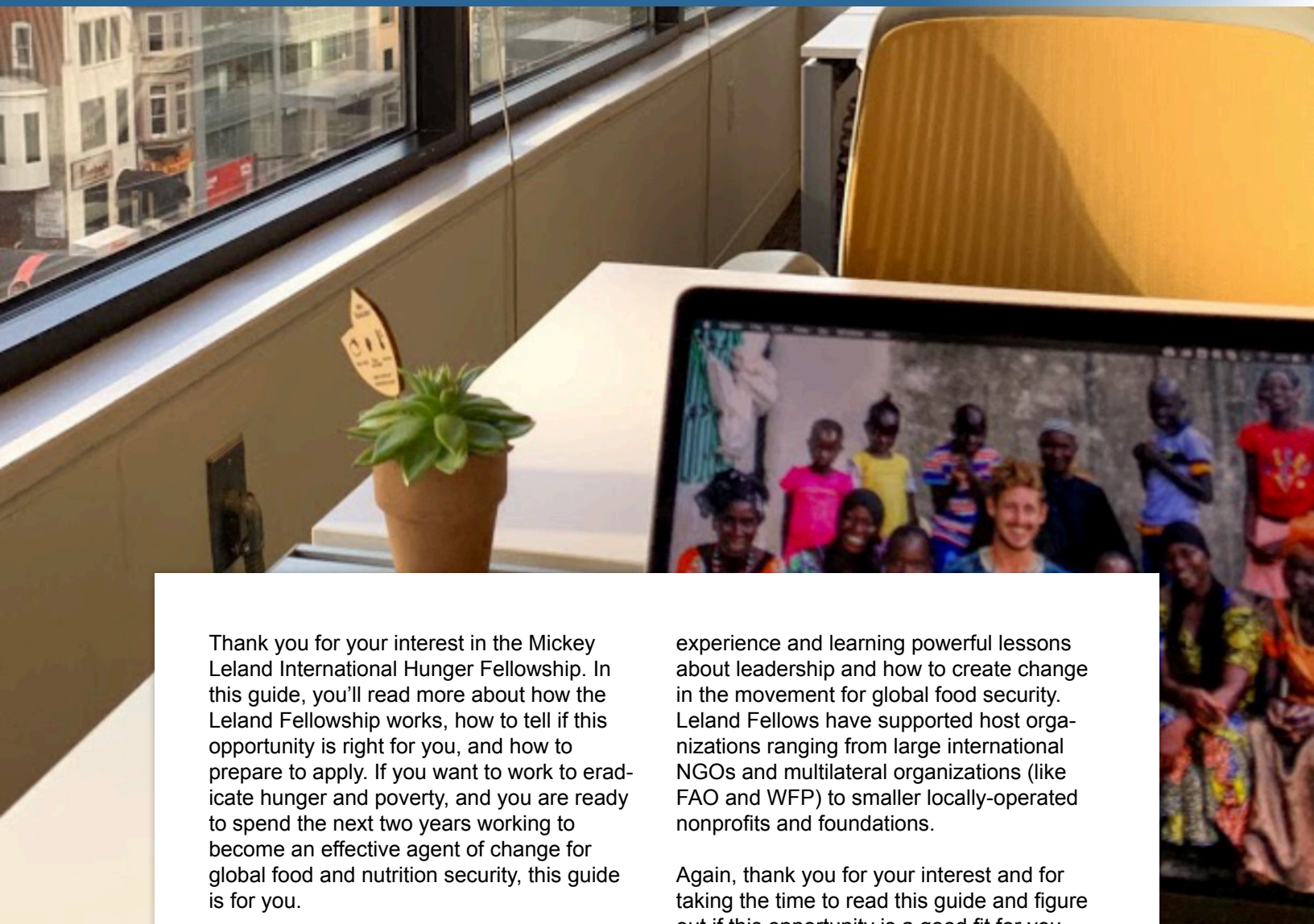


# MICKEY LELAND INTERNATIONAL HUNGER FELLOWSHIP



## 2023-2025 Fellowship Application Guide

# Introduction



Thank you for your interest in the Mickey Leland International Hunger Fellowship. In this guide, you'll read more about how the Leland Fellowship works, how to tell if this opportunity is right for you, and how to prepare to apply. If you want to work to eradicate hunger and poverty, and you are ready to spend the next two years working to become an effective agent of change for global food and nutrition security, this guide is for you.

The Leland Fellowship is a program of the Congressional Hunger Center, a bipartisan nonprofit organization whose mission is to develop, inspire, and connect leaders in the movement to end hunger, and to advocate for public policies that create a food-secure world.

Over the past twenty years, more than a hundred fellows have completed the Leland Fellowship, gaining critical professional

experience and learning powerful lessons about leadership and how to create change in the movement for global food security. Leland Fellows have supported host organizations ranging from large international NGOs and multilateral organizations (like FAO and WFP) to smaller locally-operated nonprofits and foundations.

Again, thank you for your interest and for taking the time to read this guide and figure out if this opportunity is a good fit for you. If you decide that it is, we hope you'll apply, and we look forward to reviewing your application.

*Laura N. Henderson*

**Laura Henderson**  
Director  
Mickey Leland International  
Hunger Fellowship Program

▲ The view from the desk of Leland Fellow **Kelly Kurz** ('17-'19) during his second-year placement in Washington, D.C.. The two-placement structure is an essential part of the Leland Fellowship.



## THE HUNGER CENTER'S APPROACH



Hunger is a multifaceted and far-reaching problem—and the movement to end it should be, too.

We believe that governments, nonprofits, educational institutions, corporations, philanthropy, and individuals all have a role to play, and a variety of approaches and strategies are required to solve the problem.



Any lasting solution to hunger must be led by people with first-hand expertise.

We invest in the leadership of people who have experienced hunger and poverty and people of color—who are disproportionately affected by hunger—as designers, implementers, and evaluators of anti-hunger programs and projects.



Breakdowns in understanding and differences in perspective on the root causes of the problem stand in the way of scalable solutions.

We focus on bridging the gap between community-based work and public policy, highlighting the ways that each can inform and strengthen the other.

[Read more about our approach.](#)



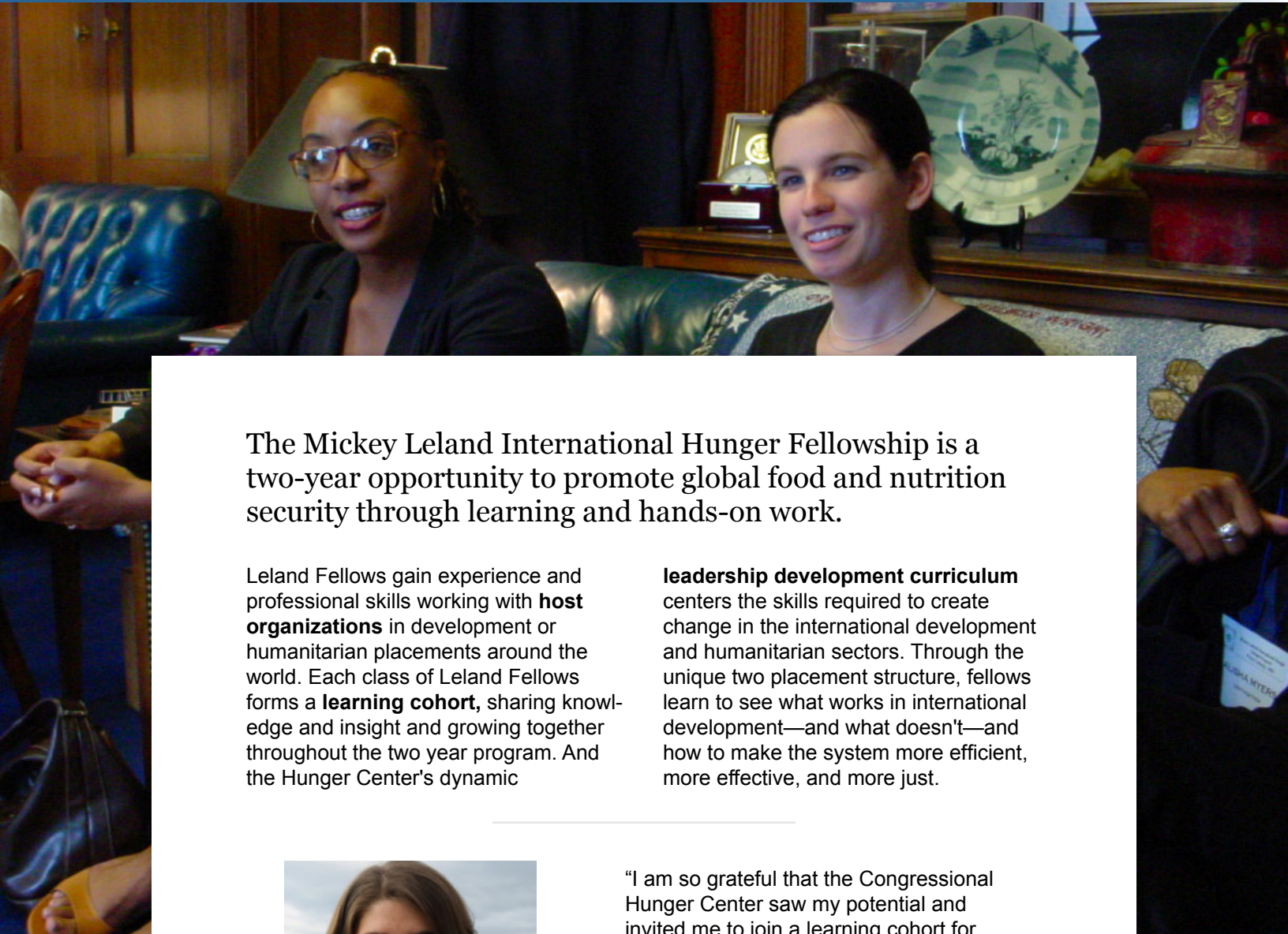
► Representative  
**Mickey Leland**  
(1944-1989)

## WHO WAS MICKEY LELAND?

The Mickey Leland International Hunger Fellows Program serves as a living legacy to **Rep. Mickey Leland**, a Member of Congress who emerged as a passionate leader in the fight to eradicate hunger in the United States and around the world. Leland, a Democrat, was first elected to represent the 18th District of Texas in 1978. During his time in Congress, he chaired the House Select Committee on Hunger and the Congressional Black Caucus and was an outspoken advocate for increasing U.S. aid to Africa.

Leland died at the age of 44 in a plane crash visiting humanitarian sites in Ethiopia. While his untimely death robbed the world of a true leader and advocate in the fight against hunger and poverty, his passion and dedicated efforts serve as inspiration and foundation for the Congressional Hunger Center's anti-hunger work.

# How Does the Fellowship Work?



The Mickey Leland International Hunger Fellowship is a two-year opportunity to promote global food and nutrition security through learning and hands-on work.

Leland Fellows gain experience and professional skills working with **host organizations** in development or humanitarian placements around the world. Each class of Leland Fellows forms a **learning cohort**, sharing knowledge and insight and growing together throughout the two year program. And the Hunger Center's dynamic

**leadership development curriculum** centers the skills required to create change in the international development and humanitarian sectors. Through the unique two placement structure, fellows learn to see what works in international development—and what doesn't—and how to make the system more efficient, more effective, and more just.



"I am so grateful that the Congressional Hunger Center saw my potential and invited me to join a learning cohort for two years. I have learned, grown, and pushed myself in more ways than I could have imagined. The Leland Fellowship taught me to question established systems and look for new, more inclusive ways to address the root causes of hunger worldwide."

**Tiphaine Monroe ('19-'21)**

▲ *Fellows from the 1st Class ('01-'03) attend a training in Washington, D.C.*



## WHERE WILL I WORK?

As a Leland Fellow, you will be matched with a **host organization**—an NGO, agency, foundation, or private sector entity that works to build food and nutrition security.

Host organizations—*host orgs* for short—are key partners in your fellowship experience: they are the site of each fellow's on-the-job learning, which contributes directly to the hosts' mission and capacity. Host orgs are selected through a competitive application process and work together with the Hunger Center to support your professional and leadership growth. We match each fellow with a host org by aligning the host's needs with the fellow's skills and experience.

Fellows work in two separate offices of their host org, often a country office and a regional or headquarters office. We call these two contexts **placements**. By working at different placements, fellows encounter a wide range of colleagues and gain valuable insight into organizational dynamics. Fellows also get an unparalleled breadth of experience within the sector and the systems that govern it, which is key to discovering how you can have the greatest impact in ending hunger.

As a prospective fellow you can choose to apply for the **development track** or a **humanitarian track**. Development track placements focus on long-term food security or chronic undernutrition. Humanitarian placements focus on assessing and treating acute undernutrition in areas facing short-term or protracted, complex crises. Each cohort contains fellows from both tracks. Up to ¼ of the fellows in each cohort may be on the humanitarian track, and the others will be on the development track.

### MORE ON HOST ORGS

Host orgs are critical to the fellowship, so it's important to know how they work.

The agreement you sign that defines your fellowship is with the Hunger Center, **not** your host org. (Separately, the Hunger Center signs an agreement with each host organization.)

Hosts orgs must also provide fellows with:

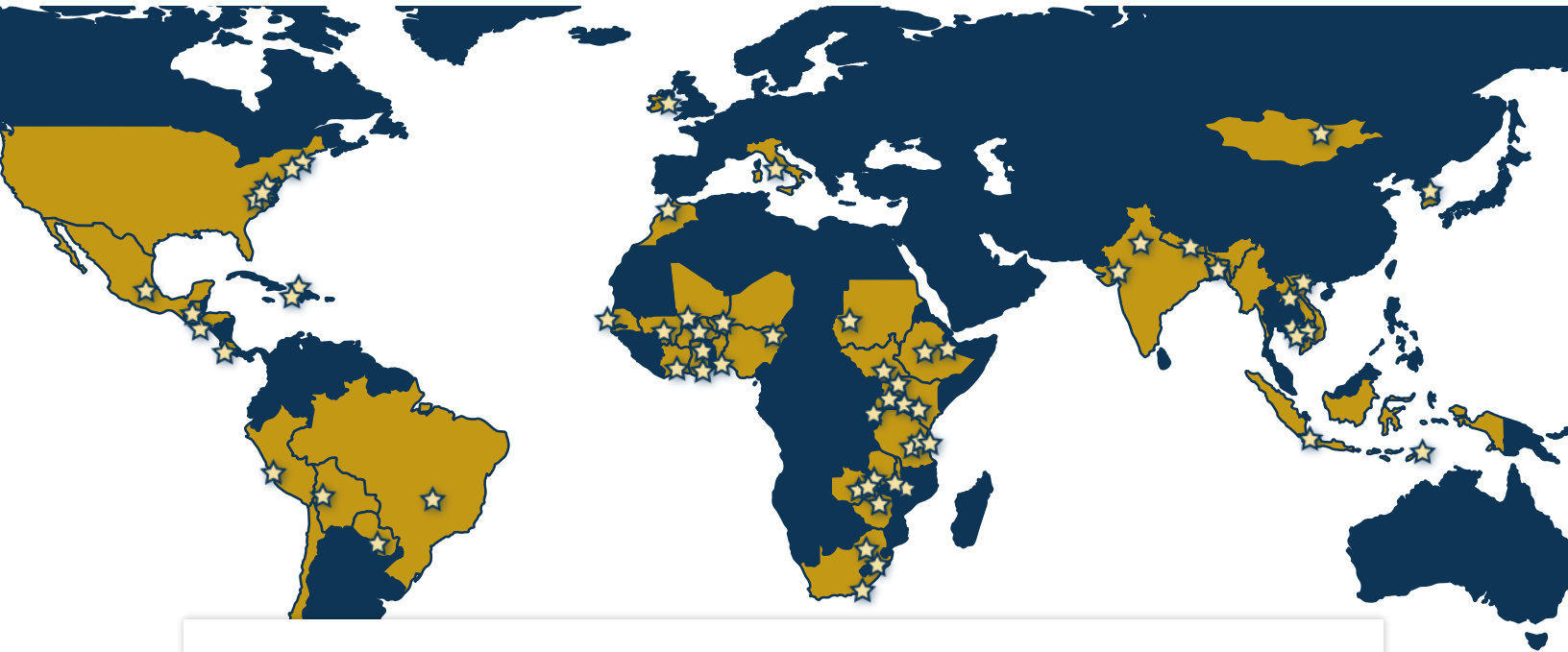
- Substantive scope of work
- Active supervision
- Office space, equipment, and resources to complete scope of work
- Travel to and from placement locations
- Direction, assistance, and all costs associated with securing proper visa/work permit for placement locations outside the U.S.
- First response in the case of medical, political, and financial emergencies

Finally, being matched with a host org does **not** constitute employment there. More on that later.



▲ Leland alum and supervisor **Stella Nordhagen** ('13-'15, 4th from left) with fellow **Aubrey Bauck** ('17-'19, right end) with colleagues in Senegal

## WHAT KIND OF WORK WILL I DO?



Fellows' work with their host orgs reflects a wide variety of approaches to promoting food and nutrition security.

Past fellowship placements have focused on:

- Agricultural market systems
- Agriculture and livelihoods
- Agriculture and nutrition link-ages
- Chronic undernutrition
- Climate-smart agriculture
- Gender equity
- Humanitarian nutrition (MAM, SAM, and IYCF)
- Natural resource management
- Social inclusion
- Social protection and safety nets
- Water, sanitation and health

Past work plans have included:

- Advocacy
- Coalition-building
- Communications
- Impact assessment
- Knowledge management
- Monitoring and evaluation
- Original research, quantitative and qualitative
- Policy analysis and design
- Project design
- Project management
- Secondary research
- Social and behavior change communication
- Strategy design
- Training design and delivery

▲ *Fellows have worked at host org offices in 43 countries around the world.*



What does that look like in practice? Here are just a few examples of Leland Fellows' work with their host orgs:



**Bryan Pride** ('19-'21) was placed with Rise Against Hunger for his first year. Based in Raleigh, North Carolina, Bryan provided technical advice on the empowering communities resilience portfolios. This involved providing programmatic support to host country NGOs that were implementing projects in Zimbabwe, Senegal, Malawi, and Mali. Bryan also led the design and implementation of a project that bridged the gap between emergency response projects and agriculture. Bryan spent his second year as a policy fellow at InterAction, engaging with Congress and the Executive Branch and enabling INGOs' participation in collective advocacy groups focused on Food Security, Nutrition and Climate policy. [Read more about Bryan's work here.](#)

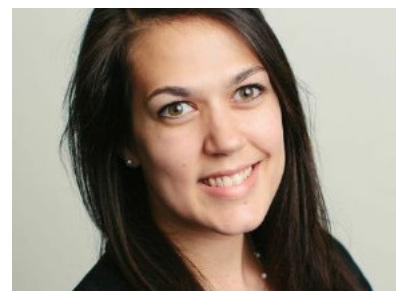


**Isis Blanco Vera** ('19-'21) worked in Anand, India with the Foundation for Ecological Security (FES) as a M & E specialist. Isis also worked with an FES study group to conduct an impact assessment of the FES method, helping to develop protocols for household and village institution assessments. Isis spent her second year in Washington, D.C., working with the International Food Policy Research Institute's (IFPRI) Environment and Production Technology department, remotely supporting the impact assessment of the Foundation for Ecological Security's Promise of Commons initiative. [Read more about Isis' work here.](#)

**Michael Wang** was based in Yangon, Myanmar, for his first year, working with the International Food Policy Research Institute (IFPRI) to support the Myanmar Agriculture Policy Support Activity (MAPSA), with the aim of collecting reliable data and facilitating Myanmar's agricultural policy and program development to address historical inequities between ethnic communities. He continued with IFPRI in Yangon for the second year of his placement, where he provided support to research dissemination efforts and to building IFPRI's in-country communications strategy to help shape Myanmar's response to COVID-19 pandemic. [Read more about Michael's work here.](#)



**Maria Wrabel** ('19-'21) worked with Action Against Hunger USA (AAH USA) in South Sudan as a nutrition fellow, focusing on the treatment and prevention of acute malnutrition in humanitarian contexts. Maria's primary role was to support Community-based Management of Acute Malnutrition program design and management. For her second-year placement, Maria worked with AAH USA's New York office. As a project officer, she led a project to map, document, and analyze modifications made to community-based and outpatient acute malnutrition treatment programs during the COVID-19 pandemic. [Read more about Maria's work here.](#)



## WHAT TRAINING WILL I RECEIVE?

Your work experience with your host org will be paired with leadership and professional development training from the Congressional Hunger Center.

Our curriculum focuses on three areas that are essential for making sustainable change in the international development sector:

- **Content knowledge** on food and nutrition security
- The Hunger Center's **Leadership Capabilities Model**
- **Identity, power, and privilege** in international development

### KEYS TO LEADERSHIP

When we talk about our **Leadership Capabilities Model**, we're talking about three interlocking sets of skills that make people better leaders. These sets of skills are **develop self**, **lead with others**, and **create change**. All programs of the Congressional Hunger Center are based around these capabilities. You can read more about the theory behind the model and a detailed description of the skills [here at our website](#).



"The Leland Fellowship is an unparalleled opportunity for early to mid-career development professionals who are genuinely interested in understanding a range of approaches to ending hunger and food insecurity. It is a lesson in resilience and a chance to refine an anti-hunger career path from a unique set of professional experiences in both countries in the global south and the organizational centers of some of the world's most prominent anti-hunger institutions."

Dan Myers ('19-'21)



Learning and professional development take many forms throughout the fellowship. Here are some of the ways that the Hunger Center invests in its Leland Fellows:



**Advising.** Core to the fellowship is an advising and coaching structure to help you navigate challenges and develop as a professional.



**Online Learning.** Between in-person trainings, you and your fellow fellows continue learning and sharing remotely.



**In-Person Trainings.** At set points throughout the fellowship all fellows convene for orientation, retreats, and trainings to expand their knowledge about international development sector and learn from each other's experiences.



**Professional Development Funds.** All fellows can access funds to aid their professional development in areas outside their placement work plans. Fellows have used these funds to take skills courses and workshops, attend professional conferences, study relevant languages, and more.

▲ *Fellows from the 3rd class ('05-'07) during a brainstorming activity.*

## WHO ARE MY FELLOW FELLOWS?

The learning cohort is central to the fellowship experience.

Each class of fellows forms a community of practice, where you can share your personal and work experience during the program with a supportive network of peers. Fellows help each other question, troubleshoot, learn, and develop a deeper understanding of the sector and their place in it than they could on their own. The cohort is a place to ask difficult questions and work through the challenges of the answers. In this way, your fellowship experience is not limited to your work plan and host organization but includes those of your fellow fellows as well. Want to know more? [Watch Leland Fellows describe the cohort experience in their own words here.](#)



"Being a part of this cohort helps me take a step back, ask all the hard questions, and realign with our values of what really drives us to be here, and question our roles in international development. That questioning of ourselves makes me so proud to be a Leland fellow and a part of the cohort."

**Faye Duan ('17-'19)**

"The Leland fellowship was life changing. The Hunger Center prioritizes professional development and personal growth and supports fellows during their practical experiences with host organizations with training, learning and reflection. As a fellow, I was given the opportunity to join a brilliant team working towards changing and saving lives. I will share the knowledge and skills I was able to develop during the fellowship and continue working towards a more food and nutritionally secure world."

**Ally Vertti ('19-'21)**

▲ *Fellows from the 5th class ('09-'11) celebrate the end of an in-person training week at the Lower Senate Garden, Washington, D.C.*



## HOW MUCH ARE FELLOWS PAID?

The Hunger Center provides a financial package based on cost of living data for each placement location, determined by host organization estimates and third-party resources. One resource we use in calculating the package for placement years in the United States is the [MIT Living Wage calculator](#). Financial packages are calculated for each fellowship cycle with the most up-to-date data available, so can change from class to class. Examples of past packages include:

- **Washington, D.C.:** \$65,200/year
- **Phnom Penh, Cambodia:** \$41,100/year
- **Nairobi, Kenya:** \$41,000/year
- **Kathmandu, Nepal:** \$38,300/year.

Fellows are paid biweekly via direct deposit.

Your fellowship also includes travel and accommodation during in-person trainings and travel to your placement locations.



## WHAT'S 1099 STATUS?

Per Public Law 110-246, Leland Fellows are **not** employees of the Congressional Hunger Center **nor** their host organizations; instead, fellows are classified as **1099 contractors**. As a contractor, you will be subject to self-employment taxes and need to procure health coverage for yourself. Fellows are also not eligible to receive other employee specific benefits like retirement plans, dental coverage, etc. If you have not worked as a contractor and managed self-employment taxes before, we **strongly recommend** doing some research on your responsibilities under the law before you submit your fellowship application. We suggest starting with this information from the [Internal Revenue Service](#).

▲ From top: **Maryse Holly** ('11-'13) tours a peanut processing plant in Cap-Haïtien, Haiti; **Carlos Centeno** ('09-'11) examines a map with WFP colleague in Guatemala; **Chung Lai** ('03-'05) at her placement with Land O' Lakes International Development Division in rural Bangladesh.

## WHAT ARE THE KEY PROGRAM DATES?

### May—June 2023

Selected candidates receive formal offer of fellowship placement

### June—August 2023

Leland Program onboarding; final scope of work defined; fellows work with host organizations to secure necessary visas and make travel arrangements for the first-year placement location



### March 2024

Mid-Year 1 Retreat



### March 2025

Mid-Year 2 Retreat

▲ Clockwise from top: **Michael Wang** and **Bryan Pride** ('19-'21) at orientation; **Gabriela Prudencio** ('09-'11) examines tempeh production in Indonesia; fellows from the 8th Class ('15-'17) meet with Hunger Center Founder Ambassador **Tony Hall** at a farewell lunch; **Daniele Nyirandutiye** ('07-'09; front) rides a camel in Mali; fellows from the 9th Class ('17-'19) at mid-year training in Nairobi.



### October 2023

Fellowship begins with Orientation in Washington, D.C.

First year placements begin



### August—September 2024

First year placements end

### October 2024

Fellows reconvene in Washington, D.C. for Mid-Fellowship Retreat

Second year placements begin



### September 2025

Fellowship concludes



## WHAT HAPPENS AFTER THE FELLOWSHIP?

Most fellows continue working to promote global food security, finding employment with NGOs, governmental agencies, intergovernmental bodies, and private sector entities.

Wherever they go after the fellowship, alums know how to be effective agents for change: to analyze situations, to discover where the centers of power

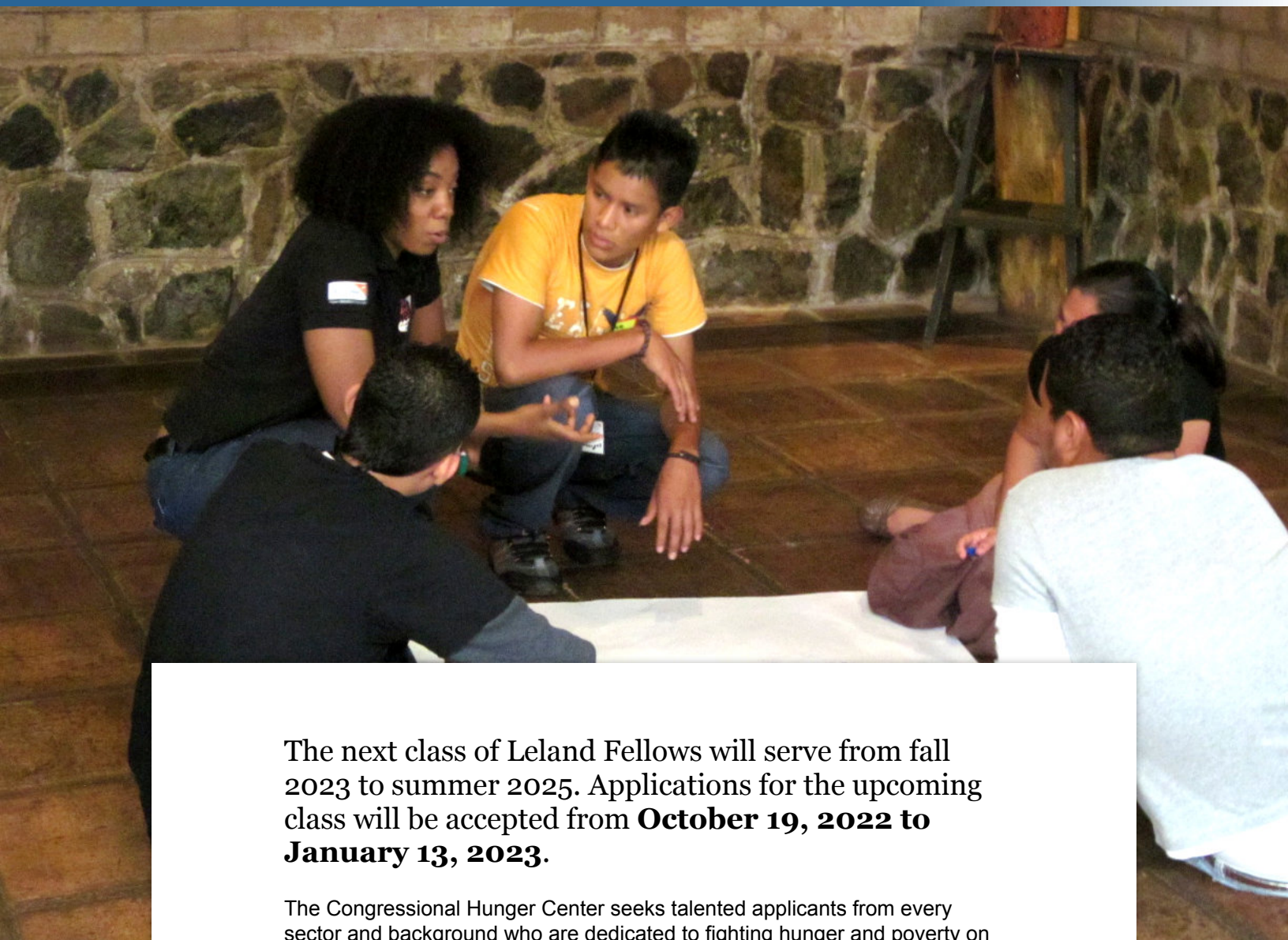
lie, and to find out what levers can be used to influence outcomes.



▲ Alum **Adam Norikane** ('07-'09) delivers his acceptance speech at the 2019 Hunger Leadership Awards

## PART II

# How Do I Apply?



The next class of Leland Fellows will serve from fall 2023 to summer 2025. Applications for the upcoming class will be accepted from **October 19, 2022 to January 13, 2023**.

The Congressional Hunger Center seeks talented applicants from every sector and background who are dedicated to fighting hunger and poverty on a global scale. We know that a diversity of perspectives from different communities, cultures and lived experiences is critical to solving the complex challenge of hunger. Accordingly, **individuals from diverse racial and ethnic backgrounds as well as those with lived experience of food insecurity are especially encouraged to apply to the Leland Fellowship.**

In the following pages you'll get a better sense whether the fellowship opportunity is a good fit for you, and what you can expect from the application process.

▲ 6th Class Leland Fellow **Rachelle Olden** ('11-'13, top left) works on a civic engagement exercise with students in San Salvador, El Salvador





## IS THE LELAND FELLOWSHIP RIGHT FOR ME?

Answer the following questions to see if this opportunity is a good fit for what you're looking for....

- Do you believe the international development and humanitarian sectors are, by and large, functioning as they should, and require no major changes?
- Do you think communities and governments in the global south should defer to the expertise of global north countries and international NGOs in their planning and programming?
- Are you only interested in gaining experience working in developing countries? Is what happens at a headquarters office uninteresting to you?
- Do you only like to be on the front lines of project implementation? Does public policy not really interest you?
- Do you have a very specific research or location interest? Is it critical that a fellowship placement align exactly with these research or location interests?
- Is it important that you receive a salary over the next couple of years that enables you to make significant debt payments on a monthly basis?
- Is it important that you receive benefits from an employer such as health, dental and retirement over the next couple of years?
- Do you feel strongly that you want employer- covered health insurance and other benefits rather than having to find and pay for these out of a monthly stipend?
- Is it critical that you be considered an employee of the organization you work with during the fellowship, rather than being considered a 1099 contractor, and having to take care of quarterly tax filings, etc.?
- Do you have significant financial obligations that would make it difficult to live on a stipend that is designed specifically to support only the stipend recipient?
- Do you learn best in situations where you can be left alone to come to your own conclusions? Do you dislike learning in groups?
- Are you looking for an experience where much of your day-to-day experience is managed for you by Hunger Center staff or your supervisor at your host organization?
- Do you crave predictability? Once you make a plan, do you want to stick to it, no matter what?
- Do you expect you will be guaranteed a job placement with your host organization by the time the fellowship is complete?
- Do you want to try out this program for a year and see how it goes before you commit to doing a second year?
- Is it important to you that you be compensated as an expat?
- Do you think taking the time to explore the role that identity, power, and privilege play in traditional development models isn't necessary for doing effective work?
- Is it important to you that your housing be provided? Do you not want to have to find your own housing in a new place?

If you answered **"yes"** to any of the questions above, the Leland Fellowship is probably not the opportunity you are looking for. If you answered **"no"** to all of the above, read on to learn more about the application process.

▲ *Dessa Shuckerow ('13-'15) helps WFP with a food distribution in Cambodia*

## AM I RIGHT FOR THE LELAND FELLOWSHIP?

Successful candidates demonstrate potential to become the leaders we need. We are looking for those who affirm with a resounding “yes” each of the following statements:

- I am passionate about food and nutrition security, and I believe adequate food and nutrition are basic human rights.
- I am confident in my ability to live long-term in a developing country (and a developed country).
- I am interested in living for a year in the Global South and understand this is a key part of the fellowship. I also understand the Global South location could be rural or urban.
- I've displayed flexibility and ability to adapt in past experiences.
- I see difficult situations as opportunities for growth, and find ways to move forward in the face of challenges and uncertainty.
- I can communicate and work well with people from a variety of cultural backgrounds, both within and outside of my own country.
- I believe that good programming and good policy are both critical to making change at scale. I believe understanding both is critical to making sustainable change.
- I am up for the challenge of two different placement experiences in two years.
- I can work well independently and take ownership of my time and tasks.
- I want to explore the role that identity, privilege, and power play in international development.
- I want to think critically about the international development sector and how I can work toward making it better.
- I have an educational background or work experience relevant to international development, food security and/or nutrition.\*
- I can imagine many ways in which I would grow and learn from the fellowship experience, even if it's not always comfortable.
- I want to grow and learn as part of an active cohort community.
- I am a U.S. citizen or permanent legal resident.



► From top: 5th class fellows ride the Capitol subway to meetings with Senators during policy training; **Mercy Erhiawarien** ('13-'15) speaks as part of a Hunger Fellow alum panel at Rayburn House Office Building in Washington, D.C.; fellows from the 7th class ('13-'15) attend a conference at IFPRI.

\* Most fellows come into the program with a graduate degree, though a bachelor's degree with 1-2 years of work or volunteer experience is also adequate. Additionally, some placements may require specific skills such as language proficiency, a particular graduate degree or coursework, or other specific technical skills; [see page six](#) for a list of most relevant skills and content areas.



## WHAT DOES THE APPLICATION PROCESS LOOK LIKE?



**October-December 2022**

Host organizations apply to host a fellow.



**October 19, 2022-January 13, 2023**

Fellowship applications are accepted at our website.

*At this time we will host several webinars to answer questions from prospective fellows. Make sure to sign up for our mailing list for updates!*



**January 2023**

Program panel reviews applications.

*Applicants are assessed on fit for the fellowship and knowledge and skills to match with specific placements.*



**February 2023**

First-round candidates contacted for online group interviews.

*Candidates discuss a set of readings and devise joint recommendations.*



**March 2023**

Semi-finalists selected for individual interviews with program panel.

*These interviews further assess fit for the program and specific placements.*



**April-May 2023**

Program staff match finalists and host organizations.

*Finalists and host organizations talk directly to review the proposed scope of work, and both parties give a final thumbs-up or thumbs down on the match.*

**If all parties are in agreement, candidates receive a formal fellowship offer.**



## NEXT STEPS FOR PROSPECTIVE APPLICANTS

If you want to become a Mickey Leland International Hunger Fellow, stay connected with the Hunger Center—

### SIGN UP FOR OUR NEWSLETTER

For all the latest news from the Hunger Center, including updates on application deadlines and stories of fellows and their work, [make sure to join our mailing list!](#)

### FOLLOW US ON SOCIAL MEDIA

We're on [Twitter](#), [Instagram](#), [Facebook](#), and [LinkedIn](#)—follow us and say hello!

### STILL HAVE QUESTIONS?

If you've got questions about the fellowship or the application process that this guide doesn't answer, contact Leland Program Associate **Tochi Okeke** at [tokeke@hungercenter.org](mailto:tokeke@hungercenter.org).

► **Curan Bonham** ('09-'11, left) surveys red chili peppers with Bioversity International in India.







### **Congressional Hunger Center**

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📠 (202) 547-7575

Have questions not covered by this guide?

Contact Program Associate

Tochi Okeke at [tokeke@hungercenter.org](mailto:tokeke@hungercenter.org)

Photo of Lincoln Memorial courtesy [Casey Horner](#)

Photo of Mercy Erhiawarien courtesy Farzana Quaraishi

Cover Photo: Leland Hunger Fellow **Navya Nadimpalli** (kneeling, right), placed with Welthungerhilfe in Moroto, Uganda, with local farmers who participated in a community-led nutrition session.

Icons courtesy Font Awesome under CC BY 4.0 License

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