



Global Opportunity Fellowship | GO: AFRICA

Thanks to generous alumni support, the Global Opportunity Fellowship | GO: AFRICA will support graduating HBS students and recent alumni who are making a difference working in Africa.

Beginning with the Class of 2018, the GO Fellowship will be awarded to a limited number of students who secure a full-time job in Africa with total guaranteed annual compensation of less than \$100,000 USD. Four application periods are available to the Class of 2018, with the following deadlines: December 13, 2017; March 9, 2018; May 18, 2018; and October 1, 2018. After each round, program funding will be evaluated to ensure that funds are available to support subsequent rounds. Later rounds will not be opened if available funds are exhausted in earlier rounds. Any decision to no open an application round will be communicated to students.

Award amounts are designed to bridge the gap between the recipient's salary and \$100,000 USD. For example, if recipient's salary is \$65,000 USD, the GO Fellowship will be \$35,000 USD.

Starting with the Class of 2018, graduates will be eligible for the GO Fellowship for up to 5 years* after graduation with a maximum award of \$50,000 USD per year and \$150,000 USD total across all [HBS Career Support & Exploration aid programs](#).

* GO: AFRICA is a pilot program which has secured initial funding for two years with the plan to raise the remaining funds over time.

Eligibility

Eligibility and selection are determined by a Committee and awards are distributed on a funds-available basis.

The following criteria must be met to qualify for a GO: AFRICA Fellowship:

1. You are an MBA student in good standing graduating in May 2018, who is interested in and pursuing full-time employment in Africa.
2. You receive a full-time, MBA appropriate job offer at an existing organization by October 1, 2018. You do not need to have a job offer to apply for the December, March or May application rounds (see the "Application Process" section below for more information). A full-time job is defined as working 35 hours or more per week with a projected tenure of 12 months or longer. Part-time, term, temporary, contract or volunteer positions are ineligible for the GO Fellowship. Class of 2018 graduates who receive a full-time job offer after October 1, 2018 are invited to apply in the 2019 application cycle (October 1, 2019 application deadline).
3. Your job is based in Africa (one of the 54 recognized states in Africa or 10 non-sovereign territories). Applicants who are based outside of Africa but focus their work on Africa and/or travel to the region regularly for business are ineligible for the fellowship.
4. Your total guaranteed annual compensation is less than \$100,000 USD. Additional compensation including but not limited to signing bonuses, relocation/moving expenses, and housing allowances will be added to the base salary to determine the applicant's total guaranteed compensation.



- 5. You will not be sponsored/reimbursed for any MBA-related expenses now or in the future.
- 6. Your employment start date is on or before January 7, 2019. Class of 2018 graduates who begin their employment after January 7, 2019 are invited to apply in the 2019 application cycle (October 1, 2019 application deadline).

If you are still conducting your full-time job search for a role in Africa and would like to have a conversation to assess your eligibility for the GO Fellowship, please contact Phillip Andrews, HBS Career & Professional Development, 617.495.6086, phandrews@hbs.edu.

See the FAQs section below for common questions about eligibility.

GO Fellowship applicants and recipients agree to abide by the [HBS Community Values](#) and the [MBA Honor Code \(pdf\)](#).

The following positions are ineligible for GO Fellowship awards:

- Founders of entrepreneurial ventures, including self-funded entrepreneurship by acquisition ventures. Graduates should instead consider funding programs available through the [Rock Center for Entrepreneurship](#) including the New Venture Competition, Alumni New Venture Competition, and Loan Reduction for Entrepreneurs Program.
- Joining or re-joining your family business.
- A position with job responsibilities that are determined to be sectarian by the Selection Committee.
- Political campaign work. Given the restrictions under Federal and certain state laws on political activity by organizations such as Harvard University, HBS will not provide funding for political campaign work.

Awards

Award amounts are determined based on total funds available, a thorough review of the application, and an analysis of the applicant’s projected monthly income.

Awards are designed to bridge the gap between the recipient’s total guaranteed annual compensation (“salary”) and \$100,000 USD. For example, if recipient’s salary is \$65,000 USD, the GO Fellowship will be \$35,000 USD.

The annual program cycle is July 1 – June 30 and awards will be pro-rated for the length of eligible employment within the program cycle. For recipients who begin working after July 1, their award amount will be reduced by 8.3% (or 1/12) for each month after July in which they do not begin working. The table below outlines how a recipient’s award is prorated based on their employment start date. In this example, the recipient’s salary is \$65,000 USD and their GO Fellowship award is \$35,000 USD (8.3% or 1/12 of award = \$2,916.66 USD).

Employment Start Date	Amount Received (USD)
On or before July 1	\$35,000.00



August 1	\$32,083.34
September 1	\$29,166.68
October 1	\$26,250.02
November 1	\$23,333.36
December 1	\$20,416.70
January 1	\$17,500.04

Starting with the Class of 2018, HBS graduates will be eligible for the GO Fellowship for up to 5 years after graduation with a maximum award of \$50,000 USD per year and a lifetime maximum cumulative benefit of \$150,000 USD. The lifetime maximum cumulative benefit is calculated from all post-graduation career exploration funds supplied by HBS and Harvard University, including but not limited to the [HBS Social Enterprise Loan Repayment Assistance Program](#), [HBS Loan Reduction for Private Sector Employees Program](#) and the [HBS Rock Center Loan Reduction for Entrepreneurs Program](#).

AWARD PAYMENT: You will receive your GO Fellowship funds in two disbursements, each for half of the total award amount. The first payment will be sent to you at the end of October 2018 and once HBS has received verification that you've started your job. The second payment will be sent in April 2019 and once HBS has received and reviewed a summary of your compensation (HBS will request compensation verification such as a paystub reflecting your first six months of pay, or other similar documentation) and has received your donor thank-you letter (see FAQs below for more information). Harvard University does not offer direct deposit or electronic fund transfer for fellowship awards, so payment will be made by check and sent to you via FedEx. NOTE: HBS expects that you will stay current on any of your student loan obligations.

TAX TREATMENT: GO Fellowship awards are reportable to the recipient. Upon receiving an award, recipients will be required to complete tax documents for submission to HBS. Failure to supply these forms within 30 days from notification of award will lead to forfeiture of your GO Fellowship award. We suggest you consult your tax professional for questions about your tax liability. Neither HBS nor Harvard University may provide tax advice. NOTE: HBS will not be able to make payments in jurisdictions where such payments may violate gift ban rules, create a local tax obligation for HBS, create an employment relationship, create a business presence or similar. This list is not inclusive and each payment will be analyzed on a case by case basis. The final determination of whether or not a payment can be made rests solely with HBS.

ONCE YOU ACCEPT YOUR POSITION IN AFRICA: You need to share the following pieces of information with Phillip Andrews in HBS Career & Professional Development (phandrews@hbs.edu):

1. Confirmation from the hiring organization acknowledging receipt of your offer acceptance. A dated letter on the organization's official letterhead or a dated email between you and the organization will suffice;
2. Your employment start date; and



3. A copy of your final offer letter showing total compensation details, signed and dated by you.

Funding is provided to the recipient for a specific opportunity and may not be transferred to a new opportunity without review and approval of the Selection Committee. You must inform HBS if, during the time between when you are granted a GO Fellowship award and your employment start date, you no longer intend to work for the employer or work in Africa (e.g. you renege your acceptance, the employer rescinds your offer, or you decide to no longer pursue a role in Africa).

You are required to inform HBS if, within 12 months of your employment start date, either of the following occur:

- Your total guaranteed annual compensation increases from the amount upon which your GO Fellowship award was based; and/or
- You have a change in employment status, including reduction to less than full-time, termination, change in employment location to outside of Africa, or change in employer.

Application Process

To be considered for the GO Fellowship, you must complete and submit the [online application](#).

If you have received or accepted a job offer, the application will request information about the hiring organization.

You may apply for the GO Fellowship without having received or accepted a job offer, so long as you accept an offer by October 1, 2018. In these cases, your application is a declaration of intent that you are pursuing a job search for a role in Africa with the support of a GO Fellowship. If the Selection Committee awards you a GO Fellowship, it will be considered provisional until you accept a job in Africa, at which time the Selection Committee will determine the amount of your award.

The application requires a personal statement (approximately 500 words), which addresses the following:

- Describe your interest in Africa and how you hope to make a difference by working in the region.
- Explain your long-term career goals and how working in Africa fits with your goals and/or how working in Africa will contribute to your career development.
- If you have not received a job offer or are still conducting your job search, explain what types businesses, industries, roles and challenges you are targeting.
- If you have received or accepted an offer:
 - Describe the nature of your role, the specific activities you will perform, projects you are expected to complete with clear deliverables, and how your role fits within the organization.
 - Tell us why you are sought this specific position and the skills you hope to apply in the role.



- How will your previous experience or background enhance your ability to excel in this position?
- How does this position specifically fit with your long-term career goals and/or contribute to your career development?

Applicants who have received or accepted an offer at the time of application will need to upload the following supporting materials via the online application:

- If you have received but not accepted a job offer, submit a copy of your offer letter showing total compensation, job location and offer date.
- If you have accepted a job offer, submit a copy of your offer letter showing total compensation and job location, signed and dated by you AND a confirmation from the hiring organization (letter or email) acknowledging receipt of your offer acceptance.

To receive a GO Fellowship award in each or any of the 5 years of eligibility after your graduation from HBS, you will need to re-apply annually. The annual application deadline is October 1 at 5:00 PM ET.

Application Deadlines

If you are interested in the GO Fellowship, you are encouraged to apply as soon as you’re able, since funding for the program is limited. After each round, program funding will be evaluated to ensure that funds are available to support subsequent rounds. Later rounds will not be opened if available funds are exhausted in earlier rounds. Any decision to not open an application round will be communicated to students.

The application dates for the Class of 2018 are:

Application Periods	Application Deadline (by 5:00PM ET)	Notification
Round 1	December 13, 2017	December 20,2017
Round 2	March 9, 2018	March 23, 2018
Round 3	May 18, 2018	June 1, 2018
Round 4	October 1, 2018	October 15, 2018

Please note that each “round” represents a distinct period in which you may apply, not a succession of steps for your application.

Applications received after 5:00 PM ET on October 1, 2018 will not be reviewed.



Award decisions will be communicated to the applicant using their HBS E-Mail address.

FAQs

- Will I get assistance from CPD to help find the position in Africa?
 - You are encouraged to use CPD's resources, which are available to you for life, including job postings, company contacts, networking tools, 1-to-1 career coaching, and general job search tactics.
- Are part-time, term, temporary, or contract positions eligible?
 - No. The position must be a full-time, MBA appropriate job as determined by the Selection Committee. We define a full-time job as working 35 hours or more per week with a projected tenure of 12 months or longer. Part-time, term, temporary or contract positions are ineligible for the fellowship.
- How long will I have to find the job in Africa?
 - Applicants in the Class of 2018 have until October 1, 2018 to receive an offer for a job in Africa and to submit their completed application.
- What if I do not secure a full-time job offer by October 1, 2018?
 - Class of 2018 graduates who receive a full-time job offer after October 1, 2018 are invited to apply in the 2019 application cycle (October 1, 2019 application deadline).
- What if my employment start date is after January 7, 2019?
 - Class of 2018 graduates who begin their employment after January 7, 2019 are invited to apply in the 2019 application cycle (October 1, 2019 application deadline).
- Does my job in Africa need to be approved by HBS?
 - Yes, as noted in the eligibility and application information, the Selection Committee will review your job offer to verify that it meets the compensation requirements and is an MBA appropriate position, and is therefore approved for GO Fellowship funding.
- How many students will receive the GO Fellowship?
 - The GO Fellowship is being piloted with the Class of 2018, and there is not a specified number of students who will receive funds.
- Do I have to have need-based financial aid in order to qualify for GO?
 - No. The GO Fellowship award amount is based on an applicant's total guaranteed compensation (i.e. salary), not on their financial need. An applicant's financial need during or after HBS is not considered, nor is their projected cost of living.
- What if I am also eligible for an HBS loan assistance program, may I participate in that program and the GO Fellowship?



- Yes, you may participate in the GO Fellowship and either the [HBS Social Enterprise Loan Repayment Assistance Program](#) or the [HBS Loan Reduction for Private Sector Employees Program](#). Since your GO Fellowship will bring your salary to \$100,000 USD, your assessed salary for these programs will be \$100,000 USD. Both of these loan assistance programs require that you received need-based financial aid while enrolled at HBS. Note that each program has distinct eligibility requirements, application processes and deadlines, and award criteria. The total amount of post-graduation career exploration funds that an HBS graduate may receive in their lifetime from all HBS and Harvard University sources is capped at \$150,000 USD. Founders are not eligible for the GO Fellowship, but may be eligible for [HBS Rock Center Loan Reduction for Entrepreneurs Program](#).
- Can I work for a firm outside of Africa but focused on Africa? (e.g. NGO in the U.S. or U.K. or private equity firm investing in Africa)
 - The GO: AFRICA Fellowship is only available to applicants who are based in and working full-time in Africa (one of the 54 recognized states in Africa or 10 non-sovereign territories). Applicants who are based outside of Africa but focus their work on Africa and/or travel to the region regularly for business are ineligible for the fellowship.
- Are locations in the Middle East considered eligible for the GO Fellowship – Africa?
 - The GO: AFRICA Fellowship is only available to applicants who are based in and working full-time in Africa (one of the 54 recognized states in Africa or 10 non-sovereign territories). Locations in the Middle East are not considered an Africa location for purposes of this fellowship.
- Should I disclose to recruiters that I am eligible for the GO Fellowship?
 - It is not necessary that you disclose this to recruiters.
- Will I need to re-apply for GO each year?
 - Yes, you will need to re-apply to the GO Fellowship in each subsequent year that you are eligible. The annual application deadline is October 1 at 5:00 PM ET.
- How will I receive my award payment?
 - You will receive your GO Fellowship funds in two disbursements, each for half of the total award amount. The first payment will be sent to you at the end of October 2018 and the second payment will be sent in April 2019. Harvard University does not offer direct deposit or electronic fund transfer for fellowship awards, so payment will be made by check and sent to you via FedEx. If do not receive the first disbursement check within 60 days from your start date (or award notice date for alumni re-applicants), please call 617-495-6086.
- Is my award taxable?
 - Yes, GO Fellowship awards will be considered reportable to the recipient. Upon receiving an award, recipients will be required to complete tax documents for



submission to HBS. Failure to supply these forms within 30 days from notification of award will lead to forfeiture of your GO Fellowship award. We suggest you consult your tax professional for questions about your tax liability. HBS or Harvard University cannot provide tax advice.

- Do I have to write a thank-you letter to my donor?
 - Fellowship recipients are matched with the donors who make this program possible. Donors appreciate hearing about your work and how the fellowship has supported your career path. The School compiles thank-you letters from award recipients as a symbol of donor appreciation and stewardship. Following receipt of your award, HBS will inform you of the name of the donor to whom you are matched. It is mandatory for award recipients to write a thank-you letter to their donor(s) and is required to receive the second disbursement.

For more information contact Phillip Andrews, Corporate Relations Director, HBS Career & Professional Development, 617-495-6086, phandrews@hbs.edu.