



Hotline



For Returned Volunteers/
From the Office of Public Engagement

Hot Resources

Highlights

Enjoy a free year of NPCA membership.

For more information, see page 11.

Share your Third Goal story during Peace Corps Week!

For more information, see page 15.

Free job bulletins for RPCVs!

For more information, see page 16.

Try out free self-assessment software from Focus Careers!

For more information, see page 16.

Peace Corps Hotline

Bonnie Robinson
Editor

Program Specialist
Returned Volunteer Services

Kat Edwards
Graphic Designer
Program Assistant,
Returned Volunteer Services

To place job announcements, visit
www.peacecorps.gov/rpcv/hotline
or contact
Peace Corps

Returned Volunteer Services
Phone: 202.692.1430 or
800.424.8580, ext. 1430
E-mail: hotline@peacecorps.gov
Fax: 202.692.1421

Inside

Public Sector

Private Sector

International Sector

Intern/Volunteer

Education

AmeriCorps/VISTA

Fellows/USA

Peace Corps Response

The Art of Salary Negotiation: Making the best case for a higher salary

By Jodi Hammer, RPCV Career Center Coordinator (RPCV Ecuador, 1994-97)



Congratulations! After taking full advantage of the free resources available to you through Returned Volunteer Services and the RPCV Career Center, dedicating significant time and energy to tailoring your resume and cover letter, and networking to learn more about the organization, you've scored and subsequently aced your interview for a job at the company of your dreams. In fact, you've impressed the hiring officials at the interview so much that they are interested in offering you the job! YES, you're almost there! "Almost," I say, because there's still one important hurdle to overcome before the deal is sealed and you can celebrate your success: salary negotiation.

Ah, these two words themselves make many applicants shake in their boots. How much will they pay me? How much can or should I ask for? Should I accept their first offer? Will they turn me down if I ask for more? These are only

a few of the many questions running through the heads of job seekers when broaching the inevitable yet stressful salary negotiation phase of the job search.

Of course, you'd like to be paid as much as possible for your work—we all would. But how do you know how what is a reasonable salary to expect and/or request from a given organization? And what if you end up requesting a salary that is significantly higher (or lower) than what they're willing to pay? If the salary figure you request is significantly higher, you might scare them off and lose the opportunity for the job. On the other hand, proposing a salary figure that is significantly lower than what the organization could pay you may make you look desperate or ill-informed, or, if nothing else, result in you giving up money that could have and should have been yours for the asking!

So how does one approach this daunting hurdle? Very

delicately. The art of salary negotiation is most sensitive, yet it can be mastered *if* you invest the time to prepare in a few important ways. By doing so, you will be able to approach the bargaining table confidently and have the best chance at arriving at a final salary figure that is agreeable and acceptable to all parties involved.

First of all, remember, it's called salary *negotiation* for a reason—it's just that, a *negotiation* of two parties, you and the (lucky) employer hiring you. Your job is to make a case for why you deserve a specific salary amount, more than their initial offer.

When preparing to make your case for a specific salary, keep in mind the variety of factors that weigh into determining the salary for a specific candidate within the confines of the salary range for any given position. These include: the responsibilities of the position compared to the specific skills and experiences the candidate brings;



Public Sector

GROUP RESERVATIONIST • St. Augustine, Fla.

Position available with Castillo de San Marcos National Monument. Duties: develops and maintains good working relationships with schools, tour companies, and the public. Qualifications: enrollment in a degree seeking program; ability to work Monday through Friday from 8:00 a.m. to 5:00 p.m.; interest in living history and educational programs. Salary: \$13/hour. Deadline: 12/21/2009. For more information and to apply, email christopher_lins@nps.gov; phone: 904.829.3099; website: www.nps.gov/casa.

WAGE AND HOUR INVESTIGATOR • Portland, Ore. and Boise, Idaho

Position available with United States Department of Labor Wage and Hour Division. Duties: conducts civil investigations of businesses for compliance under a number of federal labor statutes; negotiates for compliance and back wage payments; computes penalties.

Qualifications: ability to analyze written and numerical data, handle and resolve conflict, interview and interact with a wide variety of people, and report findings in a clear and comprehensive manner; availability for six weeks of classroom training at an off-site location; Mandarin or Cantonese language skills preferred. Salary: \$38K–\$49K. For more information and to apply, e-mail genkos.jeffrey@dol.gov; phone: 503.326.3331; website: www.dol.gov/esa/WHD.

Private Sector

ENTERPRISE AND COOPERATIVE DEVELOPMENT PRACTICE MAN- AGER • Arlington, Va.

Position available with Land O'Lakes International Development. Duties: leads company's practice area for enterprise, cooperative, and association development; strengthens and expands the division's portfolio of agricultural-related enterprise and cooperative development projects. Qualifications: B.A./B.S. in a relevant field; experience in

agriculture private sector, development issues in leadership and governance, business planning, financial management, savings and credit, and enabling environment. Deadline: 1/15/2010. For more information and to apply, visit www.landolakes.jobs.

COMMUNITY, NATURAL RESOURCE, AND ECONOMIC DEVELOPMENT AGENT • Sparta, WI

Position available with the University of Wisconsin. Duties: accesses and applies research findings from leadership and organizational development, community development, local government education, and business and economic development to meet identified educational needs and interests of citizens and community-based organizations. Qualifications: M.A. in community development, economic development, urban and regional planning, leadership and organizational development, business, or related field. Salary: \$42K–\$46K. Deadline: 1/5/2010. For more information and to apply, email ces.jobs@uwex.edu; phone: 608.263.1945; website: www.uwex.edu/ces/hr/alljobs.cfm.

EMPLOYMENT AND TRAINING MANAGER • Calif.

Position available with Humboldt County. Duties: plans, organizes, manages, and evaluates programs, staff, and activities for the employment training function within the department of health and human services; provides professional assistance to the county and the public; performs related work as assigned. Qualifications: B.A./B.S. in business, public administration, psychology, social services, or a closely related field; four years' professional experience in job development, employment training, or similar social service delivery program. Salary: \$5,817–\$7,102/month. Deadline: 12/18/2009. For more information and to apply, phone: 707.476.2349; website: www.co.humboldt.ca.us.

EXECUTIVE DIRECTOR • Milbridge, Maine

Position available with Mano en Mano. Duties: manages staff, resources, operations, administration, public relations, and fundraising; provides programming and referral services in the areas of education, social services, and affordable housing to recently immigrated Hispanic populations. Qualifications: B.A. in related field; strong organizational skills; knowledge of nonprofit manage-

HOT! OPPORTUNITIES

FINANCE AND CONTRACT ANALYST • Bethesda, Md.

Position available with Abt Associates. Duties: administers contracting, accounting, and budgeting activities; prepares consultant agreements, travel arrangements, and travel approval activities for consultants and staff; monitors implementation of subcontracts; assists in preparing modifications; reviews and submits subcontractor vouchers; prepares purchase orders; ensures terms and conditions are correct; processes invoice payments. Qualifications: B.A./B.S. in accounting; desire to work with budgets and financial tracking; experience with government regulations and administrative systems preferred; advanced Excel skills; knowledge of Quicken and PowerPoint desired; fluency in Spanish. Salary: \$40K–\$50K. For more information and to apply, email susan_signorella@abtassoc.com; website: www.abtassoc.com.

DIRECTOR OF OPERATIONS • Helena, Ark.

Position available with Knowledge is Power Program Delta Public Schools. Duties: ensures the smooth management of support services including transportation, information technology, food service, custodial services, and maintenance. Qualifications: B.A.; two years' experience in operations, maintenance, and administration; initiative; leadership skills; excellent project management, organizational, and budgeting skills; proficiency with hardware and software applications preferred. Deadline: 2/27/2010. For more information and to apply, visit www.kippdelta.org.



ment; experience in multicultural community building and administrative work; strong interpersonal skills; confidence in managing staff; flexibility; commitment to social justice desired; Spanish fluency. Salary: \$30K. Deadline: 12/31/2009. For more information and to apply, email edsearch@manoenmanocenter.org; phone: 207.546.3006; website: www.manoenmanocenter.org.

SALES AND MARKETING • Various Locations

Position available with Sustainable Solutions International Marketing Group. Duties: creates national and international partnerships; works with an enthusiastic team on building a sustainable and unlimited income; builds a database; develops marketing strategies. Qualifications: high level of drive and focus; forward thinking; interest in health and prevention; ability to work individually and with a team. Deadline: 1/31/2010. For more information and to apply, email gallarano@ss8img.com; phone: 304.258.4037; website: gallarano.myshaklee.com.

PROGRAM MANAGER - SOUTHERN AFRICA • DC

Position available with Population Services International. Duties: manages communication with overseas staff; maintains donor relations; advises on the implementation of social marketing programs in the field; monitors contract compliance; prepares and tracks budgets; creates annual work plans; conducts assessment trips. Qualifications: M.P.H., M.B.A., M.I.A., or M.A. in relevant field; two years' work experience in a developing country; significant private sector management, marketing, or communications experience; fluency in a foreign language, preferably French, Spanish, Portuguese, or Russian. Deadline: 1/30/2010. For more information and to apply, visit www.psi.org.

HOUSING SPECIALIST • Portland, Ore.

Part-time position available with the Provide Transitional Housing Program of Outside In. Duties: develops and improves a program to provide transitional housing support for culturally diverse youth; provides leadership. Qualifications: B.A./B.S.; two years' experience working in the areas of at-risk youth, homeless youth, or shelter and housing programs; Spanish language skills preferred. Salary: \$11/hour. For more information and

to apply, email apply@outsidein.org; website: www.outsidein.org/employment.htm.

BUSINESS DEVELOPMENT MANAGER • N.Y.

Position available with Seedco. Duties: leads business development and account management activities for organization's community based program network. Qualifications: B.A./B.S.; M.A. preferred; experience in tracking records of sales, staffing, or a related field; existing business and industry contacts; experience presenting to business and industry; knowledge of local labor market trends; excellent written and oral communication skills. Deadline: 12/31/2009. For more information and to apply, email jobopenings@seedco.org; website: www.seedco.org/about/jobs.php.

GOVE COUNTY EXTENSION DIRECTOR • Gove, Kan.

Position available with K-State Research and Extension. Duties: provides primary leadership for the dissemination and implementation of research based information and development of a 4-H youth development, agriculture, natural resources, community development, and family and consumer sciences educational programming. Qualifications: B.A.; professional development; related experience. Deadline: 1/18/2010; For more information and to apply, email swarner@ksu.edu; phone: 785.532.5790; website: www.ksre.ksu.edu.

MANAGER OF INFORMATION AND COMMUNICATIONS • Muscle Shoals, Ala.

Position available with International Center for Soil Fertility and Agriculture. Duties: develops public relations, communications, and marketing strategies to reach the organization's target audiences; helps implement organization's communications strategy; assists global project communications; writes articles for website and publications; helps manage website content. Qualifications: B.A./B.S. in public relations, journalism, or English; five years' relevant experience; creativity; ability to communicate effectively, reach global audiences, and to communicate effectively in all media; understanding of promotional techniques to attract donors for research, development, and field programs. Deadline: 12/31/2009. For more information and to apply, email small@ifdc.org; website: www.ifdc.org.

PRESIDENT • N.Y.

Position available with Junior Achievement New York, Inc. Duties: reports to organization's board; oversees all operations of the organization, including fundraising, program quality, growth, financial and strategic planning, and staff and board development. Qualifications: previous experience as chief operating officer or chief executive officer of a successful for-profit or nonprofit; direct management experience; passion for organization's mission. Deadline: 1/15/2010. For more information and to apply, email csohring@ja.org; website: www.jany.org.

COMMUNITY ORGANIZER • Billings, Mont.

Position available with the Northern Plains Resource Council. Duties: helps protect Montana's water quality, family farms, and ranches; travels overnight two to three times a month. Qualifications: commitment to organization's issues and values; ability to work with people from diverse backgrounds; strong speaking and writing skills; ability to travel and be away overnight; willingness to work long hours when needed. Salary: \$26K-\$32K. Deadline: 1/11/2010. For more information and to apply, email olivia@northernplains.org; phone: 406.248.1154; website: www.northernplains.org.

ASSISTANT PROFESSOR OF ENERGY POLICY • Stevens Point, Wis.

Position available with the University of Wisconsin, Stevens Point. Duties: teaches a load of nine credits including energy policy, natural resources issues and problems, integrated resource management, and public relations. Qualifications: Ph.D. related to energy with a policy focus; experience in engineering, natural resources, and biology. Deadline: 2/15/2010. For more information and to apply, email sallenba@wusp.edu; phone: 715.346.4232; website: www.uwsp.edu/cnr.

LOGISTICS COORDINATOR • Various locations

Position available with Outward Bound. Duties: supports the logistical and program functions of courses in the field. Qualifications: ability to drive a manual transmission; excellent driving record; leadership skills to manage small groups; ability to work well with peers; ability to work as a team member in a cooperative environment; basic computer skills; experience with Microsoft Word and Excel

Continued on page 7

PEACE CORPS Fellows/USA



Peace Corps Fellows/USA works with more than 50 universities that offer financial assistance to RPCVs who wish to attend graduate school and work in underserved U.S. communities. Below is a list of universities and some of the subject areas they offer. For the complete list, visit www.peacecorps.gov/fellows; call 800.424.8580, ext. 1440; or e-mail fellows@peacecorps.gov.

Bowling Green State University

Bowling Green, OH
Master of Arts in Cross-Cultural and International Education (MACIE). Fellows will work with educational organizations in northwest Ohio. Fellows will receive graduate assistantships that include full tuition waivers and stipends.
Contact: Dr. Margaret Zoller Booth
Phone: 419.372.9950
E-mail: boothmz@bgsu.edu

Carnegie Mellon University

Pittsburgh, PA
Public policy/management, arts management, or healthcare policy management.
Contact: David Eber
Phone: 412.268.2164
E-mail: hznadmit@andrew.cmu.edu

Columbia University, Teachers College

New York, NY
Urban education, including Bilingual/Bicultural Education, teaching of Mathematic or Science (Biology, Chemistry, Earth Science, or Physics), Social Studies, ID/Autism, English.
Contact: Shelly Chin
Phone: 212.678.4080
E-mail: PCFellows@tc.edu

Cornell University

Ithaca, NY
City and regional planning (MS)
Contact: Tina M. Nelson
Phone: 607.255.6848
E-mail: tmn2@cornell.edu

Drew University

Madison, NJ
Master of Arts in Teaching (MAT): Fellows will tutor and teach in the Orange School District. Each Fellow will receive a 40% tuition scholarship.
Contact: Linda Swerdlow
Phone: 973.408.3285
E-mail: lswerdlo@drew.edu

Duke University

Durham, NC
Fuqua School of Business
Master's of Business Administration (MBA) with concentrations in accounting, decision sciences, entrepreneurship and innovation, finance, leadership and ethics, management, marketing, operations management, social entrepreneurship, and strategic consulting. There are also Certificates of Excellence offered in finance and marketing as well as a certificate program in health sector management. Joint degrees in other professional programs also available. Benefits (financial): up to 25% tuition credit.
Contact: Matt Nash
Phone: 919.660.7791
Fax: 919.660.1096
E-mail: mnash@duke.edu

Program in International Development Policy (PIDP) with several concentration options.
Contact: Stephanie Alt Lamm
Phone: 919.613.9218
E-mail: pidpinfo@duke.edu

Sanford School of Public Policy
Master of Public Policy (MPP) with option to earn dual degrees in professional or PhD programs.
Contact: Duke MPP Admissions Office
Phone: 919.613.9205
E-mail: MPPadmit@duke.edu

Duquesne University

Pittsburgh, PA
Graduate Center for Social and Public Policy
MA: policy analysis and administration, conflict resolution and peace studies.
Contact: Dr. Evan Stoddard
Phone: 412.396.5179
E-mail: stoddard@duq.edu

Graduate School of Business Administration
MBA/MS/MAcc: sustainable enterprise, information systems management, taxation, accountancy.
Contact: Patricia Moore
Phone: 412.396.5529
Email: moorep@duq.edu

Florida Institute of Technology

Melbourne, FL
Environmental science, engineering, management, teaching, and other areas of education (science, mathematics, computer).
Contact: Dr. Tom Marcinkowski
Phone: 321.674.8946
E-mail: marcinko@fit.edu

Fordham University

Bronx, NY
MA programs in international political economy and development with specializations in international development studies, international banking and finance, international and development economics, and international political analysis.
Contact: Dr. Henry Schwalbenberg
Phone: 718.817.4064
E-mail: iped@fordham.edu

George Mason University

Fairfax, VA
Elementary education and English as a second language master's programs.
Contact: Jennifer Coarts
Phone: 703.993.3602
E-mail: jcoarts@gmu.edu

George Washington University

Washington, DC
Transition special education, secondary education.
Contact: Dr. Jeanne Embich
Phone: 202.973.1061
E-mail: jembich@gwu.edu

Georgia College & State University

Milledgeville, GA
Various education degrees, creative writing. Teaching assistants, tutors, special education teacher training, community creative writing program. Benefits include tuition waiver, stipend.
Contact: Dr. Dwight Call
Phone: 478.445.0875
E-mail: dwight.call@gcsu.edu

Humboldt State University (Program Temporarily Suspended)

Arcata, CA
Secondary education program with placement at Academy of the Redwoods—an early college high school.
Contact: Keri Gelenian
Phone: 707.826.3738
E-mail: kg5@humboldt.edu

Illinois State University

Normal, IL
Applied economics, political science, sociology, with sequence in applied community/economic development, including community project design and management, topics in administration and planning, and 11-month paid professional internship. Benefits include assistantship with stipend and 2-year full tuition waiver.
Contact: Beverly Beyer
Phone: 309.438.7090
E-mail: StevensonCenter@ilstu.edu

Indiana University - Bloomington

Bloomington, IN
Master of Public Affairs (MPA) with choice of nine concentrations, including comparative and international affairs, environmental policy, sustainable development, and natural resource management, policy analysis; and nonprofit management. Master of Science in environmental science (MSES) programs in applied ecology, environmental chemistry, and water resources. Joint master degree (MPA-MSES) and combined master degree with other programs also available.
Contact: Jennifer Forney
Phone: 812.855.2840
E-mail: spea@indiana.edu

Johns Hopkins University

Baltimore, MD
Nursing, public health.
Contact: Mary O'Rourke
Phone: 410.955.7548
E-mail: orourke@son.jhmi.edu

PEACE CORPS Fellows/USA



Kennesaw State University

Kennesaw, GA (Metro-Atlanta)
Master of Business Administration (MBA) and Master of Accounting (MACC) degrees. Graduate assistantship assignment to work with International Centre and a local Mayan community. Benefits include tuition waiver and stipend.
Contact: Dan Paracka
Phone: 770.423.6732
E-mail: dparacka@kennesaw.edu

Loma Linda University

Loma Linda, CA
Public health, including global health. Certificates in emergency preparedness and response, and reproductive health.
Contact: Kate Reinsma
Phone: 909.558.4000 ext 42072
E-mail: sphpcinfo@llu.edu

Marquette University

Milwaukee, WI
Master of Arts in Communication, Educational Policy and Leadership, English, History, International Affairs, Political Science, Public Service, Social and Applied Philosophy, or Theology; Master of Science in Civil and Environmental Engineering or Economics; Master of Business Administration. Benefits: full tuition scholarship and monthly stipend.
Contact: Carole Ferrara
Phone: 414.288.5861
E-mail: carole.ferrara@marquette.edu

Monmouth University

West Long Branch, NJ
Master of Social Work (MSW) with concentrations in Clinical Practice with Families and Children and International and Community Development. Fellows will be awarded Graduate Assistantships which include free room and board and 9 credits of tuition remission.
Contact: Dr. Robin Mama, Dean
Phone: 732-571-3543
E-mail: rmama@monmouth.edu

New Mexico State University

Las Cruces, NM
College of Agricultural, Consumer and Environmental Sciences (ACES)
MA, MS, MBA-AB, MAG-AB (Master of Agriculture), DED (Doctorate in Economic Development), and PhD programs available. Fellows will intern with organizations such as the New Mexico Climate Center, USDA Natural Resources Conservation Service, or the Navajo Agriculture Products Industry. Benefits include teaching or research assistantship, including an out-of-state tuition waiver.
Contacts: John Mexal
Phone: 575.646.3335
E-mail: jmexal@nmsu.edu

College of Health and Social Services
Degrees in public health, social work, and nursing, plus joint public health and social work degree.

Contact: Dr. Sue Forster-Cox
Phone: 575.646.2183
E-mail: sforster@nmsu.edu

The New School

New York, NY
Urban policy analysis/management, health services management and policy, human resources management, organizational change management.
Contact: Admissions Office
Phone: 212.229.5400, ext. 1130
E-mail: milanoadmissions@newschool.edu

Northern Arizona University

Flagstaff, AZ
Business and accounting. Career tracks in geographic information systems (GIS), marketing analysis and distribution, management, finance, and accounting.
Contact: Jane Thompson
Phone: 928.523.7387
E-mail: mba@nau.edu

Rutgers University

Camden, NJ
Master of Public Affairs in educational policy and leadership with K-12 teaching position at the LEAP Academy.
Contact: Sandra Cheesman-Cattefesta
Phone: 856.225.6860
E-mail: scheesma@camden.rutgers.edu

Seton Hill University

Greensburg, PA
Art therapy (counseling specialization), business administration, elementary education, inclusive education (online), instructional design (online), marriage and family therapy, special education, popular-fiction writing. Benefits: 50% tuition discount.
Contact: Tracey Bartos
Phone: 724.838.4283
E-mail: bartos@setonhill.edu

Southern New Hampshire University

Manchester, NH
Community economic development, international community economic development.
Contact: Kathleen Kennedy
Phone: 603.644.3103 ext. 2307
E-mail: k.kennedy@snhu.edu

University of Alabama at Birmingham

Birmingham, AL
Bachelor of Science in Nursing (BSN), Second Degree Option – 5 semester program for those who have completed a previous non-nursing undergraduate degree. Master of Science in Nursing (MSN) Accelerated Masters in Nursing Pathway (AMNP) – 7 semester program for applicants with a bachelor's degree that is not in nursing. Each Fellow will receive a \$5,000 grant for their first year of study. In addition, AMNP Fellows will receive a full-time nursing resident's salary in their second

year when they are employed as registered nurses in a residency program.

Contact: Lynda Wilson
Phone: 205.934.6787
E-mail: lyndawilson@uab.edu

University of Arizona

Tucson, AZ
Criminal justice, community development, environment, health, nonprofit finance, public policy, and more.
Contact: Georgia Ehlers
Phone: 520.621.9103
E-mail: rpefi@grad.arizona.edu

University of Cincinnati

Cincinnati, OH
MCP: Economic development planning, environmental planning, international development planning, physical planning, urban design. PhD: regional development planning.
Contact: Johanna W. Looye
Phone: 513.556.4943
E-mail: johanna.looye@uc.edu

University of Colorado Denver

Denver, CO
School of Public Affairs
Master of Public Administration, Master of Criminal Justice, PhD in Public Affairs. Benefits include paid internships and \$3,000 scholarship renewable for two years.
Contact: Dr. Christine Martell
Phone: 303.315.2716
E-mail: christine.martell@cudenver.edu

University of Denver

Denver, CO
Josef Korbel School of International Studies
International administration, international development, international human rights, international studies, international security, global finance, trade, and economic integration.
Contact: Nicole Vilegi
Phone: 303.871.3838
E-mail: nicole.vilegi@du.edu

Graduate School of Social Work

Master of Social Work (MSW) degree with concentration in either clinical or community practice; specialized certificates available in social work with Latinos/as, trauma response and recovery, couples and family therapy, animal-assisted social work and Jewish communal service. Benefits include specialized programming for RPCVs and financial assistance. All applicants to the MSW program are considered for merit scholarships, which range from \$6,000 to \$12,000 per year for full-time students. The MSW application fee is waived. Need-based awards are also available. Those selected for the Peace Corps Fellows/USA program will receive an additional \$5,000 scholarship.
Contact: Dr. Julie Laser
Phone: 303.871.2841
E-mail: julie.laser@du.edu

PEACE CORPS Fellows/USA



School of Communication
International and intercultural communication.
Contact: Dr. Margaret Thompson
Phone: 303.871.3947
E-mail: mthomps@du.edu

University of Maryland–Baltimore

Baltimore, MD
Obtain an MSW while doing exciting field work. Fellowship involves working at a community based placement with marginalized populations. A variety of fellowships are available, including assistance for students interested in community development/organizing and policy development.
Contact: Lane Victorson
Phone: 410.706.5316
E-mail: lvictorson@ssw.umaryland.edu

University of Maryland–Baltimore County

Baltimore, MD
Shriver Peaceworker Program
All programs of University of Maryland–Baltimore County: education, policy, applied sociology, intercultural communications, etc. Select consortium programs: social work (MSW), urban studies, nonprofit management, etc.
Contact: Dr. Joby Taylor
Phone: 410.455.6398
E-mail: joby.taylor@umbc.edu

University of Maryland–College Park

College Park, MD
Degrees in public policy and management. joint degrees in law, business, engineering, and life sciences and conservation biology. Benefits include half-assistantships worth \$6,350 per year, 5 credits tuition remission per semester, in-state tuition rates, and eligibility for other merit-based awards.
Contact: Ms. Taryn Faulkner
Phone: 301.314.2486
E-mail: faulkner@umd.edu

University of Michigan

Ann Arbor, MI
Ford School of Public Policy
Master of Public Policy with 14 dual degree programs. Graduate certificates in science and technology policy also available. Benefits include \$10,000 tuition fellowship for each of two years, application fee waiver.
Contact: Beth Soboleski
Phone: 734.765.0453
E-mail: bsobo@umich.edu

School of Natural Resources and Environment
Master of Science in Natural Resources and Environment with 8 concentration options; Master of Landscape Architecture either through a 2-year program for those with a BLA or a 3-year program for those with other undergraduate degrees. Benefits (financial): tuition stipend.
Contact: Sondra Auerbach
Phone: 734.764.6453
E-mail: sondramr@umich.edu

University of Missouri–Columbia

Columbia, MO
Geography, public affairs, political science, rural sociology, social work, agricultural economics. In-state tuition, possibility for assistantships, waivers and additional support.
Contact: Donald Spiers
Phone: 573.882.6131
E-mail: spiersd@missouri.edu

University of Missouri–Kansas City

Kansas City, MO
Master of Public Administration (MPA) with specialties in urban administration, nonprofit management, and health services administration. Benefits include wages from intern stipend, \$10,000; 6 credit hours tuition remission and possibilities for additional assistance.
Contact: David Renz
Phone: 816.235.2342
E-mail: renzd@umkc.edu

University of New Orleans

New Orleans, LA
Public administration, urban planning and urban studies with concentrations in housing/community development, land use/environment, historic preservation, urban anthropology, and nonprofit management.
Contact: Dr. Marla Nelson
Phone: 504.280.3110
E-mail: cupa@uno.edu

University of Oregon

Eugene, OR
Community and regional planning, public administration.
Contact: Megan Smith
Phone: 541.346.3881
E-mail: smith@uoregon.edu

University of Pennsylvania

Philadelphia, PA
Fels Institute of Government
Full-time and part-time Master of Governmental Administration (MGA) degree. Certificates in nonprofit administration, economic development & growth, politics, and public finance. Benefits include a minimum of \$6,000 per year award for Fellows and assistance in paid internship placement.
Contact: Michelle Garcia-Navarro
Phone: 215.746.6684
E-mail: garciana@sas.upenn.edu

School of Medicine – Public Health
Master of Public Health (MPH). Fellows will intern at nonprofit, public, and private organizations in Philadelphia and the surrounding area. Fellows receive a one-time \$6,000 scholarship towards tuition and are able to apply for an additional merit/need-based scholarship.
Contact: Karen Kelly
Phone: 215.573.0917
E-mail: pubhlth@mail.med.upenn.edu

University of Rochester

Rochester, NY
Simon Graduate School of Business
Master of Business Administration (MBA). Fellows will receive \$10,000 annual scholarships and will be eligible for additional merit-based aid.
Contact: Dan Struble
Phone: 585-275-2515
E-mail: dan.struble@simon.rochester.edu

University of South Carolina (Program Temporarily Suspended)

Columbia, SC
Center for Child and Family Studies
Multidisciplinary program (written/oral proficiency in Spanish required).
Contact: Marcelo Frias
Phone: 803.777.4346
E-mail: mfrias@moore.sc.edu

School of Business

International Master of Business Administration
Contact: Marcelo Frias
Phone: 803.777.4346
E-mail: gradinfo@moore.sc.edu

University of Southern California

Los Angeles, CA
School of Policy, Planning, and Development
Master's degrees in Public Administration, Public Policy, Health Administration, Planning, and Real Estate Development. Some Fellows can study at the Los Angeles or Sacramento campus. Each Fellow will receive a \$10,000 scholarship and is eligible for other merit-based awards.
Contact: Trina Chakraborty
Phone: 213.740.0550
E-mail: tchakrab@usc.edu

University of Vermont

Burlington, VT
Community and economic development, entrepreneurship; environment, agriculture, applied economics, management, strategic planning, marketing, public policy, healthcare, leadership, international public administration, human resources, budgeting/finance, organizational development, information technology.
Contact: Edward R. McMahon
Phone: 802.656.4565
E-mail: emcmahon@uvm.edu

University of Wisconsin–Milwaukee

Milwaukee, WI
Nonprofit management, urban studies, economics, geography, history, sociology, political science, English.
Contact: Lisa Heuler-Williams
Phone: 414.229.6155
E-mail: heuler@uwm.edu

University of Wisconsin–Stevens Point

Stevens Point, WI
Fields relating to the environment, including natural resources, forestry, environmental education, youth

PEACE CORPS Fellows/USA



programming, land-use planning, wildlife, soil and water science.

Contact: Dr. Tim Ginnett
Phone: 715.346.4191
E-mail: tim.ginnett@uwsp.edu

University of Wyoming

Laramie, WY

American studies with concentration in education, geography, history, or literature.

Contact: Dr. Eric Sandeen
Phone: 307.766.3898
E-mail: esandeen@uwyo.edu

Western Illinois University

Macomb, IL

Business administration; economics; geography; health education; political science; recreation, park, and tourism administration.

Contact: Karen Peitzmeier
Phone: 800.526.9943
E-mail: pcf@wiu.edu

Western New Mexico University

Gallup, NM

Elementary, secondary, or special education; counseling; educational leadership, interdisciplinary.

Contact: Dr. Patricia Maguire
Phone: 505.722.3389
E-mail: wnmupcf@hotmail.com

Wichita State University

Wichita, KS

Teacher education: middle and secondary grades, art, music, English, French, Spanish, biology, chemistry, physics, math, TESOL (if already teacher-certified), comprehensive social studies, special education (if already teacher-certified).

Contact: Dr. Judith Hayes
Phone: 316.978.6580
E-mail: judith.hayes@wichita.edu

Xavier University of Louisiana

New Orleans, LA

Fast Track to Teaching Program for those interested in teaching math, science, business, social studies or special education.

Contact: Ahdija Donatto
Phone: 504.520.7533
E-mail: acbaker@xula.edu

Yale University

New Haven, CT

MacMillan Center for International & Area Studies
International relations MA with concentrations in history, economics & political science, joint degrees available in forestry and environmental studies, management, law, or public health.

Contact: Alice Kustenbauder
Phone: 203.432.3418
E-mail: international.relations@yale.edu

School of Public Health

Master of Public Health (MPH). Fellows will complete internships with organizations in New Haven. Each Fellow will receive a minimum of \$5,000 and will be eligible for other merit/need-based scholarships and need-based grants.

Contact: Jacqui Comshaw
Phone: 203.785.2844
E-mail: ysph.admissions@yale.edu

Continued from page 3

preferred. Deadline: 2/15/2010. For more information and to apply, email fieldjobs@outwardbound.org; phone: 866.204.9326, ext. 8; website: www.outwardbound.org.

WILDERNESS FIELD INSTRUCTOR • Various locations

Position available with Outward Bound. Duties: provides familiarity with organization's procedures, policies, and local course area; works under direct supervision of the instructor or course director; supervises, teaches, and facilitates students. Qualifications: experience in outdoor education programs preferred; medical certification in wilderness first aid and CPR. Deadline: 2/15/2009. For more information and to apply, email fieldjobs@outwardbound.org; phone: 866.204.9326, ext. 8; website: www.outwardbound.org.

International

DIRECTOR OF FINANCE • Abuja, Nigeria

Position available with the International Center for AIDS Care and Treatment Programs. Duties: establishes and manages financial systems and processes; works in close collaboration with program teams to develop annual program budgets; ensures compliance with CDC, other donor proce-

dures, and regulations in the implementation of all project activities. Qualifications: M.B.A.; ten years' financial experience; five years' experience in international development sector; senior level finance management position in the international development sector; knowledge of accounting principles and techniques. Deadline: 1/05/2010. For more information and to apply, email icap-jobs@columbia.edu; website: www.columbia-icap.org.

ENGLISH LANGUAGE FELLOW • Various locations

U.S. Department of State, English Language Fellows Program, and Georgetown University offer ten-month fellowships for TESL professionals in over 80 countries around the world. Fellows serve as full-time teachers of EFL/ESL at different education levels. Qualifications: M.A. with TESL focus; two years' professional TESL/TEFL experience; teacher training; curriculum and materials development experience preferred; patience, flexibility, determination, and adaptability. Salary: \$25K. Deadline: 3/1/2010. For more information and to apply, email elf@georgetown.edu; phone: 202.687.2608; website: elf.georgetown.edu.

PROVINCIAL RECONSTRUCTION TEAM SENIOR ADVISOR • Afghanistan

Position available with Department of State,

Afghanistan Support Office. Duties: provides authoritative advice, guidance, and technical assistance to provincial government officials; develops and strengthens sustainable capacity in the core competencies needed to successfully carry out governance responsibilities at the local level. Qualifications: experience in planning, coordinating, and managing programs or operations, with an emphasis on the development of sustainable programs and operations in developing and transitioning countries; experience in working with representatives of foreign governments and with non-governmental organizations. Salary: \$102,721–\$153,200. Deadline: 3/3/2010. For more information and to apply, email mullerje@state.gov; phone: 202.776.8514; website: jobview.usajobs.gov/getjob.aspx?JobID=84912880.

PROVINCIAL RECONSTRUCTION TEAM ADVISOR • Afghanistan

Position available with Department of State, Afghanistan Support Office. Duties: provides expert advice and technical assistance to provincial government officials; develops and strengthens sustainable capacity in core competencies needed to successfully carry out governance responsibilities at local level. Qualifications: experience in planning and coordinating activities, with an emphasis on projects to develop sustainable capacity in developing or transitioning countries; experi-

Continued on page 9

Peace Corps Response



Antigua and Barbuda – NEW!

The Antigua Public Library is requesting a Peace Corps Response Volunteer to serve as an **Adult Librarian**. The PCRV will develop proposals and write reports for adult outreach programs, establish adult book clubs and a readers' advisory service, and evaluate and maintain the adult material collections.

For more details and to apply, visit www.peacecorps.gov/response

Bulgaria – NEW!

The Municipality Children's Complex is requesting a Peace Corps Response Volunteer to serve as an **English Teacher/Camp Counselor**. The PCRV will develop an English language curriculum for students 6–18 years of age, collect and prepare materials for this program, and conduct training sessions with the teachers at the center.

The Karin Dom Foundation is requesting a Peace Corps Response Volunteer to serve as a **Physical/Occupational Therapist**. The PCRV will assist with training physiotherapists and providing support to the assistant occupational therapist. The PCRV will also deliver trainings to families of children with special needs in order to create awareness and understanding of the children's physical conditions.

For more details and to apply, visit www.peacecorps.gov/response

Cameroon

Reach Out, a local NGO in Cameroon, is requesting a Peace Corps Response Volunteer to serve as an **NGO Capacity Builder**. The PCRV will assist the organization in documenting their best practices and developing print and electronic portfolios of the agency's work, including a possible video documentary.

For more details and to apply, visit www.peacecorps.gov/response

Jamaica

The New Horizons Skill Training Facility is requesting a Peace Corps Response Volunteer to serve as a **Draftsman/Mechanical Engineer**. The PCRV will design blueprints for a new facility and draw designs for 30 appropriate technology machines, ranging from food shredders to solar drying ovens to wastewater treatment devices.

For more details and to apply, visit www.peacecorps.gov/response

Lesotho

The Lesotho College of Education is requesting a Peace Corps Response Volunteer to serve as a **Planning and Development Officer**. The PCRV will assist with development planning and fundraising strategies through training for the department heads and faculty deans.

For more details and to apply, visit www.peacecorps.gov/response

Panama – NEW!

The Foundation for the Development of the Wounaan Community is requesting a Peace Corps Response Volunteer to serve as an **NGO Development Advisor**. The PCRV will conduct workshops and trainings in project implementation, small business development, and grant writing. The PCRV will also work with foundation members to identify funding sources and prepare grant proposals.

The National Institute of Vocational and Human Development Training is requesting a Peace Corps Response Volunteer to serve as an **Organic Agriculture Specialist**. The PCRV will conduct lectures, workshops, and demonstrations in organic farming techniques to a group of trainers, who will then pass this knowledge on to local farmers.

The Panamanian Autonomous Institute for Cooperatives is requesting a Peace Corps Response Volunteer to serve as a **Small Business Advisor**. The PCRV will serve as a consultant and will work closely with staff

members in the areas of business proposals, project development, marketing, accounting, and strategic planning.

The El Cedro Parent Teacher Association is requesting a Peace Corps Response Volunteer to serve as a **Training of Trainers Facilitator**. The PCRV will organize a two-day training for the library committee members and local school teachers, provide monitoring and evaluation of the training to the foundation, and follow up on the maintenance and organization of the library.

For more details and to apply, visit www.peacecorps.gov/response

Philippines

The Department of Social Welfare and Development is requesting a Peace Corps Response Volunteer to serve as an **Information Systems Analyst**. The PCRV will help improve the department's database and information technology system in the area of disaster management. The PCRV will also initiate and conduct skills sharing and capacity building sessions with technical staff.

The Olongapo Disaster Management Office is requesting a Peace Corps Response Volunteer to serve as a **Disaster Risk Reduction Technical Officer**. The PCRV will compile a community-based disaster risk reduction training module targeted towards the needs of the local community.

For more details and to apply, visit www.peacecorps.gov/response

Swaziland

The Ministry of Education and Training is requesting a Peace Corps Response Volunteer to serve as an **Education Management Specialist**. The PCRV will advise ministry officials on the allocation of resources for the primary school system and the creation of a framework of rules and mechanisms for channeling resources from donors and outside sources.

For more details and to apply, visit www.peacecorps.gov/response

Peace Corps Response



Uganda

The Ministry of Education and Sports in Uganda is requesting four Peace Corps Response Volunteers to serve as **Secondary Level Teacher Trainers in Math and Science** at the National Teachers' Colleges throughout Uganda. The PCRVs will be responsible for implementing changes to the curriculum to include HIV/AIDS education and promoting a higher standard of math and science teaching.

The Ministry of Education and Sports in Uganda is requesting three Peace Corps Response Volunteers to serve as **Mentors**

How to Apply

For additional assignments and more detailed descriptions of these assignments, including the required qualifications, visit the Peace Corps Response website at www.peacecorps.gov/response; or call 202.692.2250 or 1.800.424.8580, ext. 2250. Applications can be completed online at www.peacecorps.gov/response.

Send Peace Corps Response application, resume, and Description of Service (if available) to pcresponse@peacecorps.gov; fax: 202.692.2251; address: Peace Corps - Peace Corps Response, 1111 20th Street NW, Washington, DC 20526. To be considered for a specific assignment, indicate the position title on the cover letter or application.

Continued from page 7

ence working with representatives of foreign governments and non-governmental organizations. Salary: \$73,100–\$113,007. Deadline: 3/3/2010. For more information and to apply, email mullerje@state.gov; phone: 202.776.8514; website: jobview.usajobs.gov/getjob.aspx?JobID=84912831.

ASSOCIATE DIRECTOR, SOCIAL DEVELOPMENT IN AFRICA • Various worldwide locations

Position available with The Rockefeller Foundation. Duties: provides leadership support for initiatives across the social development sector in various locations in Africa. Qualifications: innovation and entrepreneurial skills; strong interpersonal and cross-cultural skills; flexible leadership skills; ability to build social networks. For more information and to apply, email rockefeller@oxfordhr.co.uk; website: www.oxfordhr.co.uk.

HUMAN RESOURCES MANAGER • Kinshasa, Democratic Republic of Congo

Position available with Management Sciences for Health. Duties: performs a variety of human resource activities including employee relations, recruitment, benefits, orientation, policies and regulations, and administration

to the Primary Teachers College

Administrators. The PCRVs will mentor the principals and other key administrative personnel, promote institutional identity and growth, and provide models for continual professional development.

The Adult Literacy and Child Care Foundation of Uganda is requesting a Peace Corps Response Volunteer to serve as a **Training and Participatory Development Specialist**. The PCRV will develop training materials for maternal and child health education programs and will train staff members on topics such as breastfeeding, nutrition, and healthy lifestyles.

Zambia

The Copperbelt Health Education Project is requesting a Peace Corps Response Volunteer to serve as a **Research and Training Technical Advisor**. The PCRV will provide leadership, mentoring, and management training to staff members in the areas of disease prevention, healthcare delivery mechanisms, and health awareness and outreach.

For more details and to apply, visit www.peacecorps.gov/response

of personnel systems; serves as a resource person for USAID regulations, organization's policies, and the organization's benefits program. Qualifications: B.A./B.S.; significant experience in human resources management including recruitment and personnel management; M.A. preferred; experience working with USAID programs; familiarity with employment benefits programs; knowledge of local labor laws. Deadline: 12/28/2009. For more information and to apply, visit www.jobs-msh.icims.com.

ALLIANCE FOR MALARIA PREVENTION TECHNICAL ASSISTANCE MANAGER • Various locations

Position available with Malaria No More. Duties: coordinates mosquito net systems; provides technical assistance; creates and maintains a database; maintains contact with each country; monitors sub-regional networks and partners; tracks and updates key data points; assesses and coordinates coverage for data gaps. Qualifications: M.A. in public health, international affairs, or business; five years' experience working with African countries in a technical or management capacity; monitoring, evaluation, and data analysis experience; proficiency in word processing, presentation,

and spreadsheet software; fluency in French; Portuguese language skills preferred. Deadline: 1/29/2010. For more information and to apply, email jobs@malarianomore.org; website: www.malarianomore.org.

COUNTRY REPRESENTATIVE • Zimbabwe

Position available with Population Services International. Duties: develops and represents the organization's activities in Zimbabwe. Qualifications: M.A. in relevant field; five years' work experience in a developing country; significant personnel and financial management experience, preferably in commercial marketing, advertising, or communications; familiarity with USAID, Department for International Development, and international donors; exposure to high-risk countries preferred. Deadline: 2/2/2010. For more information and to apply, visit www.psi.org.

CHIEF OF PARTY, ARMENIA MEDIA DEVELOPMENT PROGRAM-DEVELOPMENT • Armenia

Position available with IREX. Duties: develops, implements, and manages a plan of activities to meet program objectives; develops and maintains effective partnerships with



local media organizations; serves as liaison with donors; coordinates with local, regional, and international organizations in the media and civil society sectors; oversees budgeting. Qualifications: experience managing donor-funded activities; leadership experience in media development; ten years' professional journalism experience strongly preferred; USAID experience strongly preferred; ability to lead and develop staff; ability to manage budgets; strong representational, management, and organizational skills; Armenian or Russian language proficiency preferred. For more information and to apply, visit www.irex.org.

COMMUNICATIONS CONSULTANT • Abuja, Nigeria

Position available with the International Center for Soil Fertility and Agriculture Development. Duties: develops public relations, communications, and marketing strategies to reach organization's target audiences in Nigeria and worldwide; writes articles; records progress and success stories for website and publications; helps manage website content. Qualifications: B.A./B.S. in public relations, journalism, or English; five years' relevant work experience; ability to communicate effectively in all media formats, including print, video, and Internet; knowledge of development and developing nations' agricultural and environmental needs preferred; second and third language skills desirable. Deadline: 1/15/2010. For more information and to apply, email small@ifdc.org; website: www.ifdc.org.

FIELD OPERATIONS MANAGER • Central America

Position available with Foundation for International Medical Relief of Children. Duties: coordinates global health volunteer program for on-site volunteers; organizes, manages, and supervises volunteer activities; assists in clinic function, policies, and procedures; prepares and presents health education sessions; coordinates all community outreach. Qualifications: one year international experience in development; experience managing people; experience in community outreach and organization; experience in project design and development; basic knowledge of public health issues affecting developing populations; strong communication skills; flexibility; resourcefulness; Spanish language skills. Salary: \$13K–\$18K. Deadline: 1/15/2010. For

more information and to apply, email jobs@fimrc.org; phone: 888.211.8575; website: www.fimrc.org.

TECHNICAL CONSULTANT FOR PROGRAMS • Conakry, Guinea

Position available with Population Services International. Duties: assists in the overall development, management, and representation of organization's programmatic activities in Guinea. Qualifications: M.B.A., M.P.H., M.A. in a relevant field or equivalent experience; four years' program management experience in a developing country; financial management experience; in-depth knowledge of social marketing. Deadline: 2/2/2010. For more information and to apply, visit www.psi.org.

VARIOUS POSITIONS • Afghanistan

Multiple positions available with USAID. Duties: vary by position; technical areas include agriculture, education, private sector development, health, trade and customs, security and safety, contracting, communications, water resources, acquisitions, and general development. Qualifications: B.A. and eight years' experience; M.A. and six years' experience, or Ph.D. and five years' experience; all positions are unaccompanied; U.S. citizenship required; four years' field-based international development experience; conflict zone experience strongly preferred; experience on USAID funded programs; knowledge of Pashto or Dari is preferred. U.S. citizenship required; active security clearance preferred. For more information and to apply, visit www.msiworldwide.com.

Education

IDCE PEACE CORPS FELLOWSHIPS • Worcester, Mass.

Tuition fellowships for RPCVs are available with Clark University. IDCE provides fellowships of at least 40 percent tuition remission or \$20K based on current tuition rates to all RPCVs admitted to one of IDCE's four graduate M.A. programs. IDCE also awards at least one tuition-free competitive fellowship per year for an RPCV of extraordinary merit. M.A. programs include degrees in: international development and social change, environmental science and policy, community development and planning, and geographic information science for development

and environment. Deadline: 1/15/2010. For more information and to apply, email icde@clarku.edu; phone: 508.793.7205; website: www.clarku.edu/icde.

RESEARCH ASSISTANT • Fort Collins, Colo.

The Center for Fair and Alternative Trade is offering a research assistantship to a graduate student interested in pursuing this line of study. Applicants must be accepted to the sociology department at Colorado State University. The research assistant will work 20 hours per week with faculty while pursuing an M.A./PhD in sociology. The assistant will receive tuition and a \$12K–\$16K stipend for the nine-month contract. For more information and to apply, email cfat@colostate.edu; phone: 970.491.6089; website: www.cfat.colostate.edu/education/graduate-funding-opportunity.

GRADUATE SCHOOL SCHOLARSHIPS • Brattleboro, Vt., and Oman

SIT Graduate Institute, a program of World Learning, offers RPCVs scholarships of up to \$10K for its January 2010 master's programs in intercultural service, leadership, and management. For over 40 years, SIT has helped RPCVs prepare for careers in international and intercultural fields. For more information and to apply, email admissions@sit.edu; phone: 800.336.1616 or 802.258.3510; website: www.sit.edu/graduate.

LAW SCHOOL SCHOLARSHIP • Spokane, Wash.

Full tuition scholarships are available through Gonzaga Law School's Thomas More Scholarship Program for individuals committed to serving the public interest through law. Applicants should evidence a strong social concern for the welfare of others. Academic achievement, volunteer service, work, and other life experiences are all considered. Returned Peace Corps Volunteers are among past and current Scholars. For more information and to apply, email mballard@lawschool.gonzaga.edu.

PhD ASSISTANTSHIPS • Idaho and Costa Rica

The University of Idaho has 24 doctoral assistantships available. Participants work in interdisciplinary teams on conservation, sustainable production, sustainable livelihoods, and resilience of managed ecosystems in

Idaho and Costa Rica. The program pursues interdisciplinary and disciplinary research and works collaboratively to address cross-disciplinary issues in diverse ecosystems. Qualifications: research-based M.S./M.A. in relevant discipline; American citizenship or permanent residency; experience and interest in interdisciplinary team-based projects; interest in working and communicating with local communities; ability to join the program in July 2010. Salary: \$30K. Deadline: 1/4/2010. For more information and to apply, email nbosque@uidaho.edu; phone: 208.885.7544; website: www.students.uidaho.edu/gradadmissions/IGERT.

GRADUATE OPPORTUNITIES • Various locations

Ph.D. Traineeship Opportunities. 140 National Science Foundation-sponsored programs across the country seek students interested in pursuing graduate degrees in the areas of science, mathematics, engineering, and technology. Integrative Graduate Education Research and Traineeships (IGERT) programs equip Ph.D. scientists and

engineers with the technical, professional, and personal skills needed to meet the career demands of the future. Benefits: \$30K annual stipend; tuition and fees waived. For more information and to apply, email questions@igert.org; phone: 866.593.9103; website: www.igert.org.

Intern/Volunteer

COMMUNITY SERVICE TRIP LEADER • Various worldwide locations

Position available with VISIONS Service Adventures. Duties: leads trips for a co-ed international and domestic summer construction-based service program for teens; mentors teens; supervises projects, activities, cross-cultural experiences, and daily living as a staff member. Qualifications: 23 years of age; knowledge of standard first aid and CPR; experience leading and teaching teenagers; interest in cross-cultural living and learning; team player mindset; some sites require fluency in Spanish or French.

Salary: \$1,650; room and board. Deadline: 4/30/2010. For more information and to apply, email info@visionserviceadventures.com; phone: 717.567.7313; website: www.Visionserviceadventures.com.

INTERNSHIP • Various locations

Position available with Outward Bound. Duties: performs a multitude of instructional and course support duties to gain a comprehensive understanding and appreciation of the instructor position and general program operations; teaches and hones skills with students; supports courses, course delivery, and the base camp community. Qualifications: backpacking, camp craft, navigation, and survival skills; experience with the philosophy of "leave no trace;" medical certification in wilderness first aid and CPR; valid driver's license. Salary: \$125/week. Deadline: 2/15/2010. For more information and to apply, email fieldjobs@outwardbound.org; phone: 866.204.9326, ext. 8; website: www.outwardbound.org.

EDUCATION RESOURCE INTERN • Newport, Ore.

Position available with Yaquina Head Outstanding Natural Area. Duties: develops and conducts a variety of education and interpretive programs throughout the park; implements natural and human history programs to elementary and middle-school students as well as adult visitors. Qualifications: experience and enthusiasm for working with children and park visitors; experience in education, interpretation, natural resources, recreation, and parks; theater experience preferred; a valid driver's license; a personal vehicle for transport. Salary: \$200 per week; housing. Deadline: 2/27/2010. For more information and to apply, email roy_simpson@blm.gov; phone: 541.574.3122; website: www.blm.gov/or/resources/recreation/yaquina/index.php.

RESOURCE AND ACTIVITY SPECIALIST INTERN • Portland, Ore.

Position available with Outside In. Duties: provides individual and group skill building services in a dynamic and creative program; focuses on engagement, case planning, and follow-through with a diverse population of youth. Qualifications: excellent organization, tracking, and communication skills; B.A. in related field preferred or two years' experience with homeless or at-risk youth; ability

WELCOME BACK

The NPCA welcomes you back from Peace Corps service by offering a **FREE** one-year membership and affiliation with any of its 130+ RPCV groups based on country of service, geographic region, or interest.



**NATIONAL
PEACE CORPS
ASSOCIATION**

Go to www.peacecorpsconnect.org/free to connect with the RPCV community in America.

Also, explore the online social network of thousands of returned Volunteers and friends of the Peace Corps at <http://community.peacecorpsconnect.org>.





to work for six months for 20 hours per week; Spanish language skills preferred. Salary: \$10/hour. For more information and to apply, email apply@outsidein.org; website: www.outsidein.org/employment.htm.

TEACHING ASSISTANT • Bangkok, Thailand

Position available with American Foreign Service Intercultural Programs. Duties: assists English teacher with lesson plans and classroom teaching; lives with host family. Qualifications: high school diploma; some college experience preferred; experience with youth and group leadership. Deadline: 1/8/2010. For more information and to apply, email jdavis@afs.org; phone: 410.539.5997, ext. 122; website: www.afsusa.org.

VARIOUS VOLUNTEER OPPORTUNITIES AVAILABLE • Bluefields, Nicaragua

Various volunteer positions available with blueEnergy Group. Duties: focuses on the development and installation of renewable energy systems; works on potable water projects and capacity building; current position openings include: water and sanitation manager, capacity building team member, finance director, energy program engineer, multimedia and marketing specialist, international recruiting and development, and community work team member. Qualifications: Spanish language skills. For more information and to apply, email volunteer@blueenergygroup.org; website: www.blueenergygroup.org.

AmeriCorps/Vista

WORKFORCE DEVELOPMENT FACILITATOR • DC

Position available with Youth Power Center. Duties: assists in the development and implementation of workforce skills for high school youth; provides guidance and leadership to the development of a workforce portfolio; molds and adapts current teaching curriculum to the youth's needs; provides basic homework help as needed. Qualifications: B.A./B.S.; experience with youth preferred. Deadline: 1/31/2010. For more information and to apply, email recruitment.ypc@gmail.com; phone: 202.637.3580; website: www.youthdc.org.

To submit a mailing address change, visit www.peacecorps.gov/rpcv/info. You can also send address changes to rpcvupdate@peacecorps.gov.

Disclaimer : *When responding to a listing, please indicate with a cover letter that you are a returned Peace Corps Volunteer submitting your resume in response to a Hotline announcement. Questions concerning positions should be addressed to the advertiser, not to Returned Volunteer Services. Hotline is published twice monthly for the use of RPCVs and should not be posted on bulletin boards or passed on to non-RPCVs. The Peace Corps has no control over, nor responsibility for, Hotline advertisers, nor do we have personal knowledge relating to working conditions of advertised opportunities. If you have any complaints about an advertiser, please write us.*

Continued from page 1

the candidate's salary history; local cost of living; and industry or company salary averages.

One of your best bargaining chips with regard to salary negotiation is, of course, a solid salary history. Employers assume prospective employees will be expecting a slightly higher salary than what they were making before—that's customary—and will weigh this into their final calculations for an offer. However, if you're coming from a more lucrative, corporate employer and are preparing to enter a smaller non-profit environment, for example, you may need to be willing to take a pay cut as often salaries are more modest due to more limited budgets and confines of grants.

But what if you don't have a strong salary history? I often hear RPCVs lamenting about this very thing. With Peace Corps as their only major employment after college, they worry they will have no power to negotiate their salary range. But that's not necessarily true. Although, granted, if Peace Corps is your only major job experience, your salary (stipend, really, in the case of Peace

Corps Volunteer service) is indeed paltry by U.S. standards (and certainly nowhere near enough to live on here in the U.S.), this doesn't mean you can't negotiate a decent salary. It just means you might have to approach the topic with different "ammunition" to prove your case for a higher salary.

For RPCVs without much of a salary history, your best ammunition might well be the unique *experience* you bring to the table—don't undersell the 2+ years of international grassroots development experience you've gained, having lived and worked in your Peace Corps country of service or elsewhere. Spotlight relevant attributes you developed during your service that make you especially competitive for the position at-hand: flexibility, resourcefulness, interpersonal communication, intercultural competence, grant writing, and management are all key transferable skills gained through Peace Corps. In addition, spotlight specific leadership roles you've undertaken, special projects you designed, managed, and implemented, trainings you participated in...the list goes on. All

of these can be factored in to help you achieve a higher salary.

Suppose the employer is offering you a salary of \$38,000 for a Project Coordinator position in Baltimore, MD, with a non-profit. And let's say you were hoping for something closer to the low-to-mid \$40ks. In this case, you might respond to their initial offer by simply asking, "What, if any, flexibility might you have with regard to this salary, based on the skills and specialized education and experiences in the field that I'd bring to this position?" It doesn't hurt to ask, after all, and believe it or not, rarely is the first salary amount offered by the employer the absolute highest amount they could pay—they often have at least limited wiggle room in this matter. (Exceptions to this include some parts of the non-profit sector which may have much more modest or even set salaries limited by grant funding, and the public sector, where salary offers are determined largely by salary histories. If this is your first government job, you will most likely be brought in at the bottom of the pay-scale for that position grade.)



Another important aspect in the art of salary negotiation involves timing. Fighting for the salary you want is best tackled once you know that you are their desired candidate, meaning *after* you've applied, been interviewed and, ideally, identified as their preferred candidate for the position. By that time, they've seen you in action, been impressed with your performance in the interview, and are reasonably confident you would be the best addition to their team. This is when you'll have the most leverage to negotiate a higher salary, if need be.

It's important to note that in some industries, including the federal government, the final offer is negotiated with a separate department altogether—Human Resources—meaning your direct supervisor may not be involved in finalizing the offer. She or he may simply make the recommendation for the selected candidate, and the HR folks are left to iron out the details of paperwork. However, the hiring manager can still be an ally for you, and may indeed be able to assist in you in negotiating the final salary you hope for. Keep the hiring manager informed of the process and of any salary negotiation as you move through the hiring process, restating how much you hope to be able to join their team upon finalizing benefits and salary.

Below are some general tips for how and when to approach the salary negotiation process:

1. Do not specify your salary requirements in the initial application process (unless specifically requested to do so). Likewise, avoid asking about the salary in the first interview. Rather, focus on wow'ing them with your qualifications so they'll see you're the best candidate for the position, indeed worthy of what you eventually ask for. Wait for the employer to broach the subject of salary (generally in the second or final interview).

2. Do your research to determine average salary levels within that organization or industry. Tap into any networking contacts you have inside that organization, if at all possible, to gain inside information on expected salary ranges, and research comparable organizations and industries. Use some of the many online tools out there to help

you identify appropriate ranges for your targeted region. And remember, salaries also vary greatly geographically—salaries in the Midwest are going to generally be less than those of the DC metro area, for example—but so does the cost of living for these respective places! (See the online salary resources listed in the text box at the end of this article for more information.)

3. When specifically asked to provide salary requirements in your application, you should address the issue (otherwise it blatantly shows you don't follow instructions) but try not to lock yourself into a set number, especially if you have no idea of the salary range for the position. Remain somewhat vague in your wording, and include this content in the latter part of your cover letter, if possible (after you've been able to point out all you'd bring to the position). For example, in the final paragraph of your cover letter, you might include a simple sentence such as, "With regard to your request for salary requirements, I am looking for a salary that is commensurate with my educational background [mention advanced education if you have] and my proven skills..." And perhaps note that you'd welcome the opportunity to further discuss specifics in person, upon learning the targeted range for the position.

4. When asked to include salary history with your application, likewise, you should do as instructed. Avoid, however, including salaries on your resume itself within each job listing, especially if your salary history is not overly impressive. (Note: federal resumes are an exception to this, as you are required to insert salaries, supervisor names, and much more information in the application process.) Consider instead creating a separate document where you simply list each of your jobs and salaries. Tip: For Peace Corps, you might note "stipend" instead of salary—and remember, in addition to your stipend, you had full health benefits, round-trip transportation to and from your country of service, and intensive training and professional development, all of which are important factors. True, you may have only earned \$200 per month as a PCV, but your benefits and such were much higher.

5. When prompted in an interview for salary requirements or desires (when they bring it up), I would recommend, again, being a bit general in your response, especially if you have no idea of what the range for the position is, to avoid pricing yourself out of consideration too soon. You might respond with something such as, "Well, I'm looking for a salary that is commensurate with my related educational background [mention advanced education if you have that] and my proven skills." Perhaps add, "I would be happy to discuss more specifics with you if you could share with me the projected range for the position." If the pay range has indeed been posted, and you are comfortable with it, you might respond that you're aware of the pay range and would certainly see yourself fitting within that range, based on your skills and experiences.

6. If, in the course of an interview, you are pushed further for a specific dollar amount, try to give a range that is appropriate for the position, based on the research you've done in step 2 (above). Your goal is to stay competitive yet not lock yourself in too much to any set amount. For example, you might respond, "I'm targeting the low to mid 40s range based on my skills and experiences." Again, you may turn it back to them by indicating your willingness to give more concrete amounts upon learning more about the projected range for the position. (Note: There are multiple free salary calculators online which may assist you with this, some of which are included at the end of this article.)

7. Don't forget to factor in geographic location and cost of living to your request. If your research shows that the metropolitan area where this position is located is higher than your past job(s), this might be another bargaining chip to justify a slightly higher salary. Earning \$30,000 in a small town in Iowa, for example, is much different than earning \$30,000 in New York or Washington, DC! This is equally important when discussing your Peace Corps "salary"—for example, you might remind an employer, "Although my Peace Corps stipend was only \$148 per month, my housing expenses were only \$30 per month, so comparing the set salary amounts is like comparing



apples to oranges.”

If you find there's limited, if any, negotiation room in the salary figure itself, try negotiating other tangible benefits such as more vacation time, flex hours, or telecommuting options, all of which can help increase the bottom line value of your employment.

And lastly, please remember as well, in the end, it's not just the salary figure that's important with a job offer. Don't forget to factor in the other important benefits which increase the actual value of the job: things like health insurance, paid leave, work-life balance, and opportunities for growth and advancement. Often your compensation adds up to much more than you think. And, as with Peace Corps, the experience you gain in the position may be priceless, far outweighing the monetary salary itself. Happy job hunting, and here's to negotiating a competitive salary for yourself!

Online Resources for Salary Negotiation:

(Note: these websites are included for informational purposes only and should not be considered either as an endorsement or promotion of any particular organization.)

- www.jobinterviewquestions.org/questions/salary-negotiation.asp
- www.questcareer.com/salary_survey.htm - Salary calculator for positions and regions
- salary.com/salary/layoutscripts/sall_display.asp
- www.cbsalary.com - Free salary calculator through CareerBuilder.com
- www.salarycalculator.com - Free cost of living and salary calculator by industry

Have you interviewed with a company you read about in *Hotline*? Connected with an organization at one of our career fairs? We'd like to hear about it! Send your job-hunting success stories to rvs@peacecorps.gov.

Ask Hotline



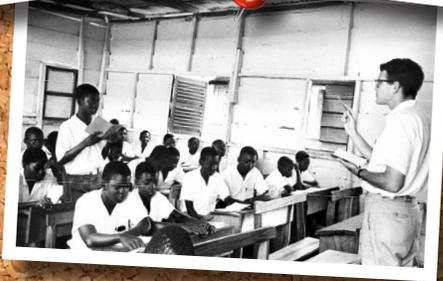
Q: Can my noncompetitive eligibility be extended?

A: Noncompetitive eligibility can be extended beyond the initial one-year period for three reasons: service in the military; attendance as a full-time student at a recognized institution of higher learning; or engagement in another activity that the hiring agency thinks warrants an extension. Keep in mind, however, that NCE is only valid for up to three years after Close of Service, and that hiring agencies (not Peace Corps) make the determination on whether or not to extend your NCE.

For more information, please reference the May 15, 2008, special issue of *Hotline*.

<http://multimedia.peacecorps.gov/multimedia/pdf/returned/hotline/hotline051508.pdf>

**THE CAMERA MAY HAVE CHANGED,
BUT THE PICTURE HASN'T!**



March 1 marks the 49th anniversary of the Peace Corps.

Whether you served in the 1960s or the 2000s, celebrate with us during Peace Corps Week, or any week, by sharing your snapshots, souvenirs, and stories. Help Americans increase their understanding about your country of service.

PEACE CORPS WEEK 2010 MARCH 1 - 7

For tips, suggestions, and resources, visit www.peacecorps.gov/thirdgoal. Register your activity and we'll send you a free resource kit.

Questions? Comments?
Email thirdgoal@peacecorps.gov.



Free Online RPCV Resources!

Request passwords from Returned Volunteer Services to access any of the following six subscriptions:

- **International Career Employment Weekly**

- **InterAction**

- **Alliance for Peacebuilding**

- **Environmental Career Opportunities**

- **Ethical Jobs**

- **Public Health Jobs Worldwide**

To receive free online passwords, e-mail rvs@peacecorps.gov. Please specify which job bulletin(s) you would like to receive. Include your name, country of service, and dates of service in your request.

Bring Your Future into Focus!

Focus Careers self-assessment software can help you identify the path that is best for you.

Request your free account today from rvs@peacecorps.gov.

Be sure to include your name, country of service, and dates of service in your email request.

