



Hotline



For Returned Volunteers/
From the Office of Public Engagement

Hot Resources

Highlights

Free NPCA membership to qualified RPCVs

For more information, see page 12.

Submit your Peace Corps pictures and stories to the Digital Library.

For more information, see page 15.

Participate in National Water Quality month.

For more information, see page 16.

Peace Corps Hotline

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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

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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)



Reprinted from Hotline December 15, 2009

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 expe-



Public Sector

BANK EXAMINER • DC

Positions available with Federal Housing Finance Agency. Duties: plan, organize, and complete credit, market, and operational risk examination review processes for agency. Qualifications: thorough knowledge and application of commercial accounting or auditing principles and practices with financial institutions; ability to travel; flexible schedule. Salary: \$82K–\$127K. Deadline: 7/22/2010. For more information and to apply, email Moji.Adelekan@fhfa.gov; phone: 202.408.2810; website: www.fhfa.gov/careers.

COMMUNITY PLANNER •

CAMBRIDGE, MASS.

GS-9 position available with Volpe National Transportation Systems Center. Duties: works on project teams addressing critical transportation issues; conducts studies of effective practices in areas such as transportation planning, safety, congestion, and asset management; writes and assists in design of project material. Qualifications: B.A. in planning with one year's specialized experience or related degree

with 12 credits in planning; critical thinker; strong analytical and excellent writing and verbal communication skills; self-starter; ability to work independently and on project teams. Salary: \$51,871 – \$67,427. Deadline: 7/28/2010. For more information and to apply, email eric.falzone@dot.gov; phone: 617.494.2418; website: www.opm.gov/careerintern.

NUTRITION ADVISOR • DC

Position available with USDA Foreign Agricultural Service. Duties: works with African organizations; coordinates with U.S. agencies' technical officers to develop programs, policies, and strategies to support development and implementation of global hunger and food security initiative in agency's African programs. Qualifications: M.A. in nutrition, public health, or related field; knowledge of current educational concepts and training techniques in nutrition; ability to read and speak French, Portuguese, or other languages spoken in USAID-assisted African countries. Deadline: 7/30/2010. For more information and to apply, email terence.albrecht@fas.usda.gov; phone: 202.690.1916; website: www.fas.usda.gov/icd/drd/icdjobs.html.

Private Sector

RUSSIAN SPEAKING MICROFINANCE CONSULTANT TRAINEE •

Various Locations

Position available with Business and Finance Consulting. Duties: conducts analysis and financial due diligence of client institutions; participates in project implementation including product development, staff training, and piloting recommended activities; performs networking and business development activities; conducts research; compiles data; prepares reports. Qualifications: M.A. in economics, finance, or related field; strong analytical skills; excellent organizational and writing skills; ability to travel; cultural sensitivity; ability to take responsibility and meet deadlines; knowledge of Russian. Deadline: 7/30/2010. For more information and to apply, email elenbaum@bfconsulting.com; phone: 011.373.69.65.9663; website: www.bfconsulting.com.

EXECUTIVE DIRECTOR • Bozeman, Mont.

Position available with Keystone Conservation. Duties: creates program of donor contacts to increase annual revenue; plans donor events and activities; promotes contributions of nonprofit organizations. Qualifications: experience with individual giving, foundation grant-making, and staff and program management; skills in grant writing, foundation research and outreach, donor cultivation, and solicitation strategies; self-motivation. For more information and to apply, email: info@keystoneconservation.us; website: www.keystoneconservation.us.

PROGRAM MANAGER • Los Angeles

Position available with Computers for Youth. Duties: oversees program and school relations for fifteen schools; coordinates and conducts student outreach days; schedules and attends meetings; oversees and prepares for workshops; manages three site workshops per month. Qualifications: B.A./B.S. in related field; one year's experience in program management; organizational and problem solving skills; experience leading large presentations and training sessions; ability to work independently with minimal oversight; ability to set and adjust priorities for self and peers. Deadline: 8/14/2010. For more information and to apply, email jobs@cfy.org; website: www.cfy.org.

TEACHER • Philadelphia

Positions available with Philadelphia Teaching Fellows. Duties: teach students in Philadelphia school district; earns teaching certifica-

HOT! OPPORTUNITIES

UNIVERSITY OF NORTH CAROLINA-CHAPEL HILL, PEACE CORPS REPRESENTATIVE • Chapel Hill, N.C.

Part-time Peace Corps campus recruiter position available with the University of North Carolina-Chapel Hill. Duties: works with Mid-Atlantic Regional Recruiting Office to coordinate, design, and implement recruiting activities; evaluates applications; conducts personal interviews; presents programs to student groups, classes, and larger community; works closely with local RPCV groups; reports to university career services and Peace Corps. Qualifications: RPCV status; enrollment in graduate program at University of North Carolina-Chapel Hill; excellent oral and written communication skills; initiative; ability to work independently; ability to maintain regular office hours. Deadline: 7/23/2010. For more information and to apply, email dcinfo@peacecorps.gov; phone: 202.692.1040.

UNIVERSITY OF VIRGINIA PEACE CORPS REPRESENTATIVE • Charlottesville, Va.

Part-time Peace Corps campus recruiter position available with University of Virginia. Duties: works 20 hours per week; works with Mid-Atlantic Regional Recruiting Office to coordinate, design, and implement recruiting activities to increase awareness at University of Virginia about Peace Corps programs; evaluates applications; conducts personal interviews; works closely with local RPCV groups. Qualifications: RPCV status; enrollment in graduate program at University of Virginia or living in the Charlottesville area; excellent oral and written communication skills; initiative; ability to work independently; ability to maintain regular office hours. Deadline 7/23/2010. For more information and to apply, email dcinfo@peacecorps.gov; phone: 202.692.1040.



tion. Qualifications: B.A./B.S. by 12/31/2010 in field outside of education; 3.0 cumulative undergraduate grade point average. Salary: \$42,755–\$44,014. For more information and to apply, email info@philadelphia-teaching-fellows.org; phone: 215.400.8587; website: www.philadelphia-teaching-fellows.org.

DIRECTOR OF GLOBAL EDUCATION • Seattle

Position available with Lakeside School. Duties: oversees, develops, evaluates, and promotes overall global education program at school. Qualifications: M.A. in related field; experience working and living internationally, preferably in developing world; experience running complex programs outside U.S. For more information and to apply, visit www.lakesideschool.org.

MATERNAL AND CHILD HEALTH: NUTRITION TECHNICAL OFFICER • DC

Position available with Project Concern International. Duties: ensures overall technical, programmatic quality, and growth of organization's programs; monitors comprehensive programs that involve HIV/AIDS, infectious diseases, food security, education, water, and sanitation. Qualifications: M.P.H. or related M.A.; 10 years' experience in related fields; five years' experience overseas; five years' experience managing complex programs in developing country; experience with program development and grant writing; ability to travel internationally. Deadline: 7/30/2010. For more information and to apply, email careers@projectconcern.org; phone: 858.279.9690; website: www.projectconcern.org.

VOLUNTEER MANAGER • Los Angeles

Position available with Computers for Youth. Duties: oversees and supervises volunteer coordinators; performs outreach and recruitment by contacting college, university, alumni, corporate, and community groups who focus on technology; manages volunteer databases; creates and manages volunteer recruitment activities. Qualifications: B.A./B.S. in related field; three years' experience in volunteer coordination or management; one year's experience directly managing full-time staff; ability to work independently and with minimal oversight; strong written and oral communication skills; ability to thrive under pressure. Deadline: 8/14/2010. For more information and to apply, email resume and cover letter to jobs@cfy.org; website: www.cfy.org.

PORTFOLIO MANAGER • Bethesda, Md.

Position available with Abt Associates Inc. Duties: conducts project management, covering three projects; supervises field-based chiefs of

party; provides technical, financial, contractual oversight, and leadership on projects. Qualifications: M.A./M.B.A.; thirteen years' experience. For more information and to apply, visit <http://jobs-abtassociates.icims.com>, reference number 2010-4566.

CASE MANAGER • New York

Positions available with Harlem YMCA. Duties: provide case management and supportive services to homeless adults in transitional housing program; develop service plans with clients; maintain case records and progress notes; supervise dinner; upload client data in computer; manage assigned residential floors; address residential life issues; attend case conferences. Qualifications: B.A./B.S. in related field; two years' experience with similar populations; knowledge of issues related to homelessness; excellent communication and interpersonal skills; ability to be team player; ability to multitask, be energetic, and be creative. Deadline: 7/30/2010. For information and to apply, email jhaynes@ymcany.org; phone: 212.912.2120.

TREATMENT FOSTER CARE CASE MANAGER • Chantilly, Va.

Position available with C2 Portfolio. Duties: maintains case records in accordance to state licensing and Medicaid standards; receives and conducts intake referrals; develops case plan within deadline; supervises case planning conference and treatment team meetings. Qualifications: M.A. in related field; one year's experience providing casework services to children and families; one year's experience working with teenagers; two years' experience working with teens in group home, detention home, or similar vocational setting. For more information and to apply, email michelleb@c2portfolio.com; phone: 703.444.0096; website: <https://tbe.taleo.net/NA11/ats/careers/requisition.jsp?org=C2PORTFOLIO&cws=1&rid>.

TECHNICAL ADVISOR OF MATHEMATICAL MODELING • DC

Position available with Population Services International. Duties: oversees model development and integration of metrics with other management information systems; improves company's measurement processes; produces actionable analyses; disseminates findings to internal and external stakeholders. Qualifications: PhD in mathematical modeling, economics, statistics, population studies, or related field; seven years' professional experience in design, analysis, and management of complex data; experience with relational databases and programming; ability to travel. Deadline: 9/1/2010. For more information and to apply, visit www.psi.org.

THERAPIST • Woodbridge and Chantilly, Va.

Part-time position available with C2 Portfolio. Duties: logs sessions in organization-approved format within 48 hours of session completion; completes all necessary forms and documents for billing; maintains confidentiality of clients and families in care; maintains continuity of clinical programs and procedures; creates treatment plans for each client on case load. Qualifications: M.A. in counseling or social work; Commonwealth of Virginia license; clear background and child protective services check; experience in development of treatment plans; ability to assess needs of clients and develop appropriate treatment plan. For more information and to apply, email michelleb@c2portfolio.com; phone: 703.444.0096; website: <https://tbe.taleo.net/NA11/ats/careers/requisition.jsp?org=C2PORTFOLIO&cws=1&rid>.

HIV AND TB SENIOR RESEARCHER • DC

Position available with Population Services International. Duties: serves as organization's research expert; improves organization's evidence base in both HIV and tuberculosis; produces actionable analyses to strengthen program implementation; disseminates findings to internal and external stakeholders via publications and presentations; provides strategic direction to organization in HIV and tuberculosis research. Qualifications: knowledge of public health issues and social marketing products; experience working in low and middle-income countries; ability to speak French, Spanish, or Portuguese. Deadline: 9/7/2010. For more information and to apply, visit www.psi.org.

PARTNERSHIP MANAGER • DC or The Hague, Netherlands

Position available with SNV Netherlands Development Organization. Duties: writes grants and proposals for process management; researches prospects; identifies future partners and donors; assists in budget preparation and forecasting; provides training and guidance on fundraising strategies; guides marketing and promotional campaign strategies; drafts reports and letters of appeal. Qualifications: B.A./B.S. in related field; four years' experience in international development work; three years' experience with proposal and grant writing; experience with donor cultivation; exceptional communication and presentation skills; exceptional project management skills; team work and relationship management experience. Deadline: 7/30/2010. For more information and to apply, email snvresume@yahoo.com; website: www.snvworld.org.

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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 American 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

Clark University

Worcester, MA
Graduate School of Management
MBA in Social Change, Master of Business Administration, Master of Science in Finance
Benefits include a minimum 50% tuition scholarship (over \$28,000 value).
Contact: Patrick Oroszko
Phone: 508-793-7682
Email: poroszko@clarku.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: lswerdl@draw.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.

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

PEACE CORPS Fellows/USA



Johns Hopkins University

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

Kennesaw State University

Kennesaw, GA (Metro-Atlanta)
Coles College of Business
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

Political Science and International Affairs
Master of Science in International Policy
Management, 16-month program for applied
understanding of international policy. Courses offered
use online and distance learning formats with focus on
political risk, regulatory politics, development policy,
strategic negotiation, world politics, and trade policy.
Graduate research assistantships available to work
with Mayan community. Benefits include stipend and
tuition waiver.

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-Cattifesta
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: Laurel Pellis
Phone: 724.838.4209
E-mail: lpellis@setonhill.edu

Southern New Hampshire University

Manchester, NH
Community economic development, international
community economic development.
Contact: Sanjeev Sharma

Phone: 603.644.3124
E-mail: s.sharma2@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: rpcf@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

PEACE CORPS Fellows/USA



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

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 Notre Dame
Notre Dame, IN
Mendoza College of Business
Master of Nonprofit Administration (MNA). Fellows will receive \$10,500 (approximately 25% of the total tuition for 42 credit hour degree).
Contact: Kim Brennan
Phone: 574.631.3639
E-mail: kbrenna1@nd.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: Karen Kille
Phone: 215.898.2600
E-mail: karener@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
Columbia, SC
Moore School of Business
International Master of Business Administration
Contact: Marcelo Frias
Phone: 803.777.4346
E-mail: gradinfo@moore.sc.edu

Center for Child and Family Studies (*Program Temporarily Suspended*)
Multidisciplinary program (written/oral proficiency in Spanish required).

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,

PEACE CORPS Fellows/USA



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 Washington

Seattle, WA
Evans School of Public Affairs
Masters of Public Administration (MPA) with specializations in: international development; metropolitan and regional policy; social policy; poverty, education, and social welfare; science and technology policy; public and financial management; evaluation; leadership, management, and decision-making; nonprofit management and philanthropy; environment and natural resource management
Contact: Alexandra (Alix) Furness
Phone: 206.616.1618
E-mail: aef4@u.washington.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 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

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

MENTOR AND SUPERVISED VISITATION COUNSELOR • Woodbridge and Chantilly, Va.

Position available with C2 Portfolio. Duties: completes visitation notes within 24 hours of visit or mentoring session; keeps child's case-worker updated; provides weekly updates to supervisor and referring agent on progress, incidents, and recommendations; attends court sessions as needed; completes court reports or testimony as required by legal guardian. Qualifications: B.A./B.S. in human services; one year's experience working with children and families; acceptable driving record within company's insurance guidelines; First Aid or CPR certification; current tuberculosis screen; ability to complete all training requirements; bilingual language skills preferred. For more information and to apply, email michelleb@c2portfolio.com; phone: 703.444.0096; website: <https://tbe.taleo.net/NA11/ats/careers/requisition.jsp?org=C2PORTFOLIO&cws=1&rid>.

REPRODUCTIVE HEALTH SENIOR RESEARCHER • DC

Position available with Population Services International. Duties: serves as organization's re-

search expert; improves organization's evidence base in reproductive health; produces actionable analyses to strengthen program implementation; disseminates findings to internal and external stakeholders via publications and presentations. Qualifications: knowledge of public health issues and social marketing products; experience working in low and middle-income countries; ability to speak French, Spanish, or Portuguese. Deadline: 9/7/2010. For more information and to apply, visit: www.psi.org.

SENIOR PROGRAM MANAGER •

Los Angeles

Position available with Computers for Youth. Duties: manages individual team members' performance; ensures strong relationships between company and assigned partner schools; schedules and attends school partnership meetings; provides ongoing leadership within national program team on key program innovations, such as school outreach. Qualifications: B.A./B.S. in related field; three years' experience with program management; two years' experience directly managing full-time staff; leadership and written and oral communication skills; passion for organization's mission.

Deadline: 8/14/2010. For more information and to apply, email jobs@cfy.org; website: www.cfy.org.

International

EXECUTIVE DIRECTOR • U.S. and Central Asia

Position available with Turkmenistan Youth and Civic Values Foundation. Duties: oversees and manages day-to-day activities as board of director's delegate; coordinates with board, executive committee, development group, program managers, and volunteers. Qualifications: one year's experience with non-profit management; experience fundraising with institutional, corporate, and individual donors who are in financial recession. Salary: \$30K. For more information and to apply, email: katydieters@gmail.com; phone: 303.324.3487; website: www.tycvf.org.

CLASSROOM TEACHER • Niamey, Niger

Position available with American International School of Niamey. Duties: teaches core subjects to students in combined kindergarten and



first grade classroom; participates in school and community activities; contributes to school's extra-curricular programs. Qualifications: early childhood or elementary teaching certification; teaching experience. Salary: \$18K. Deadline: 8/3/2010. For more information and to apply, email ainthead@gmail.com; phone: 603.781.9525; website: <http://sites.google.com/site/aischoolniamey>.

REGIONAL MANAGER OF AFRICA • Africa

Position available with Water for People. Duties: manages all aspects of company's work in Malawi, Rwanda, and Uganda; manages funds and equipment to ensure that offices have established appropriate systems for financial programs and human resource management. Qualifications: B.A./B.S. or equivalent professional experience in engineering, development studies, community health, or related field; ten years' senior management experience in Africa; understanding of technical, social, and institutional issues relating to water, sanitation, and hygiene education in developing countries; significant experience with community based development projects. Deadline: 8/6/2010. For more information and to apply, email water@oxfordhr.co.uk; website: www.oxfordhr.co.uk/index.php?pg=43&job=111.

SHORT TERM RECRUITER • Port-Au-Prince, Haiti

Position available with CARE USA. Duties: supports emergency response efforts in Haiti; sources, recruits, and hires candidates for organization's open emergency positions in Haiti; conducts website searches; works with hiring manager. Qualifications: B.A./B.S. in related field; experience in emergency or difficult situations in international location; three years' experience in international recruiting; strong writing and communication skills; excellent consultative and negotiation skills; French fluency. Salary: \$5K/ month; Deadline: 7/23/2010. For more information and to apply, email tsiaso@care.org; website: www.care.org/careers.

GENDER BASED VIOLENCE PROGRAM COORDINATOR • Mae Sariang, Thailand

Position available with American Refugee Committee. Duties: responsible for violence prevention, response, and capacity building activities with emphasis on careful and well-planned capacity building with national and local partners; promotes sustainable community-led interventions; delivers high quality and lasting impact programs. Qualifications: M.P.H., M.S.W., or similar degree in related field; two years' program

management experience; two years' experience with capacity building of local organizations; knowledge of budgets; knowledge of reproductive health and gender issues with commitment to gender equality. Deadline: 9/1/2010. For more information and to apply, visit: www.arcrelief.org/site/PageServer?pagename=careers_jobs.

REGIONAL RESEARCHER OF SOUTH AFRICA • Johannesburg, South Africa

Position available with Population Services International. Duties: provides capacity building support, technical assistance, and analysis to company's programs within eight countries in Southern African region: South Africa, Swaziland, Lesotho, Botswana, Namibia, Zambia, Zimbabwe and Madagascar. Qualifications: PhD in public health, behavioral sciences, population studies, psychology, communications, or related field; five years' professional experience in applied research pertaining to HIV/AIDS, malaria, child survival, or family planning. Deadline: 9/1/2010. For more information and to apply, visit: www.psi.org.

UN AND OTHER INTERNATIONAL ORGANIZATIONS • Various Locations

Positions available with United Nations and other international organizations. Duties: vary by position; organizations seek candidates with experience in fields such as agriculture, business, computer science, development, economics, engineering, finance, human resources, human rights, law, sciences, public health, statistics, and other fields; positions range from entry to senior level. Qualifications: vary by position; typical qualifications are: M.A.; several years' related experience; some international work; language skills. For more information and to apply, email employmentun@state.gov; phone: 202.647.8270; website: www.state.gov/p/io/empl/.

Intern/Volunteer

SUMMER GLOBAL SERVICE LEARNING LEADERS • Seattle

Position available with Lakeside School. Duties: plans, organizes, manages, and executes international assigned project trips; travels with students on project trips; delegates tasks to assistant project leaders. Qualifications: experience leading groups overseas; fluency in target language; experience living in rural, developing world preferred; experience in experiential and outdoor education desirable; hardy constitution. For more information and to apply, email: vicki.weeks@lakesideschool.org; phone: 206.440.2713; website: [http://tbe.taleo.net/NA4/ats/careers/requisition.jsp?org=](http://tbe.taleo.net/NA4/ats/careers/requisition.jsp?org=LAKESIDESCHOOL&cws=1&rid=78)

LAKESIDESCHOOL&cws=1&rid=78.

TECHNOLOGY ASSISTANT • Kigali, Rwanda

Volunteer positions available with Orphans of Rwanda. Duties: teach intensive computer literacy classes; coordinate maintenance of computers; supervise technology interns. Qualifications: B.A.; familiarity with basic computer upkeep and Microsoft programs; experience in teaching students; experience working in developing countries or with vulnerable populations; flexibility, patience, sense of humor; proficiency in French. Deadline: 8/1/2010. For more information and to apply, email: hr@orphansofrwanda.org; website: www.orphansofrwanda.org.

INTERNSHIP • Buea, Cameroon

Internship available with International Center for Environmental Education and Communication. Duties: prepares meeting agendas; communicates with community organizations and groups; trains leaders of groups and organizations on environmental education; teaches environmental education in schools. Qualifications: interest in people; ability to run meetings, conferences, seminars, and workshops; ability to delegate responsibilities; ability to plan effective programs and collect data in field; ability to communicate in French. Deadline: 12/1/2010. For more information and to apply, email icenedev2006@yahoo.com; phone: 011.23.796.278.931; website: www.icenedev.org.

VOLUNTEER VIDEO AND COMMUNICATIONS SPECIALIST • Kigali, Rwanda

Position available with Orphans of Rwanda. Duties: directs and edits brief videos of students; uploads videos online; teaches students how to produce videos creatively; serves as filmmaking expert. Qualifications: B.A./ B.S. in related field; extensive experience directing and editing videos; experience uploading videos to online servers; teaching or supervisory experience; ability to be flexible and organized; strong work ethic; ability to multi-task; patience; French proficiency preferred. Deadline: 8/1/2010. For more information and to apply, email mae@orphansofrwanda.org; website: www.orphansofrwanda.org.

Education

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, math-

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Peace Corps Response



Armenia

An [Education Quality Assurance Expert](#) is needed to advise the National Center for Professional Education Quality Assurance on the creation of a framework of rules and mechanisms for effective and efficient quality assurance provisions. The PCRV will provide training to counterparts and share best practices from the U.S. quality assurance industry.

NEW! A [TEFL Expert](#) is needed to assist the National Institute of Education with developing standards for TEFL teacher certification. This position is a great opportunity for an experienced TEFL administrator to contribute to the development of long-term assessment strategies for quality management of TEFL curricula nationwide. TEFL experts with experience in education administration are especially encouraged to apply.

Benin

A [Monitoring and Evaluation Officer](#) is needed to assist in the development of a routine malaria information system for managing data related to malaria morbidity and mortality. This will involve the creation of a framework, standard operating procedures, and the provision of technical guidance to counterparts at the National Malaria Control Program.

An [Art Teacher](#) is needed to assist in the development of art curricula for a new school opening in the fall of 2010. The school is focusing specifically on arts and music education and will serve 600 local school children. The PCRV will teach art classes but will also identify supplies, equipment, and resources needed to establish the program.

Cameroon

A [Monitoring and Evaluation Officer](#) is needed to create a new monitoring and evaluation plan and operations manual for a three-year program strategy being implemented by EFA/Cameroon (Education Fights AIDS). The PCRV will train local staff on their roles in the new monitoring and evaluation system, including data collection and reporting tools and data entry responsibilities.

Colombia

An [Adult Education Teacher Trainer](#) is needed to collaborate with local English teachers to design an “English for Special Purposes” curricula. The PCRV will co-plan and co-deliver English lessons to nontraditional students, such as out-of-school youth and adults employed as fishermen, tourist guides, street vendors, and small business owners. Volunteers are currently being recruited for a winter departure.

[Normal School Teacher Trainers](#) are needed to help strengthen the English language speaking and teaching abilities of teachers of 12th and 13th grade students studying to become primary school teachers. The PCRVs will model participatory techniques and current TEFL methods through team-teaching, in-service trainings and conversation groups. Volunteers are currently being recruited for a winter departure.

[Secondary School Teacher Trainers](#) are needed to strengthen the English language speaking and teaching abilities of teachers of middle and high school students. The PCRVs will model participatory techniques and current TEFL methods through team-teaching, in-service trainings, direct instruction, extracurricular activities, and conversation groups. Volunteers are currently being recruited for a winter departure.

[Primary School Teacher Trainers](#) are needed to strengthen the English language speaking and teaching abilities of teachers of preschool and elementary students. The PCRVs will model participatory techniques and current TEFL methods through team-teaching, in-service trainings, direct instruction, extracurricular activities, and conversation groups. Volunteers are currently being recruited for a winter departure.

Fiji

An [Advisor to the Public Service Commission](#) is needed to help design and launch a national volunteer organization to address gaps in human resources in critical shortage areas such as education

and healthcare. The Volunteer will develop recruitment strategies, marketing tools, and training materials for a volunteer pool of retired and unemployed Fijians.

Georgia

[Ecotourism Advisors](#) are needed to assist a local tourism association with marketing and promoting local and regional tourist destinations. The Volunteers will also design and deliver English training to association members, with a focus on business English skills essential in the tourism and hospitality industry.

NEW! [English Teacher Trainers](#) are needed to develop an English language curriculum and conduct training sessions for English teachers in Georgia. The PCRVs will conduct English classes to public school students, identify technical training needs of Georgian English teachers, and implement follow-up activities and class visits to provide additional feedback and guidance.

Grenada

A [Special Education Advisor](#) is needed to provide tutoring and speech therapy at a home for children who have been abandoned, neglected, and abused. The PCRV will develop and implement a fixed schedule of activities and interventions for the children so that their individual academic weaknesses can be addressed.

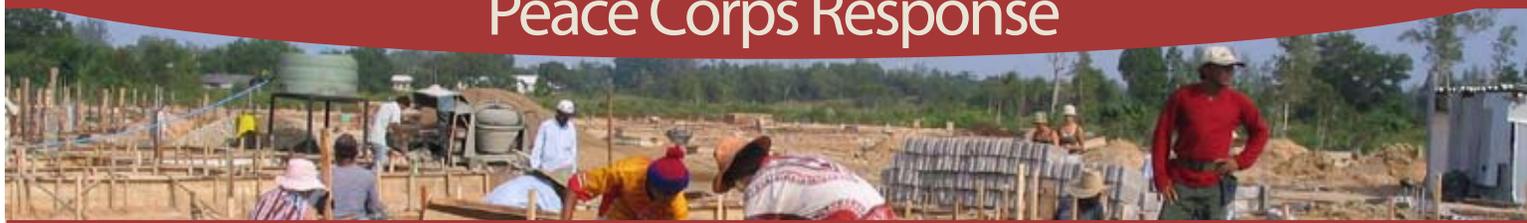
Guatemala

A [Solid Waste Management Advisor](#) is needed to facilitate the design and implementation of a new solid waste management plan for the municipality of Santiago, Atitlan. The PCRV will train counterparts, community leaders, and the local population in effective solid waste management practices through meetings, interviews, and demonstrations.

Guinea

[Secondary Physics Teachers](#) are needed to teach basic mechanics, optics, and electrical science at

Peace Corps Response



the lower secondary level (seventh through tenth grades). The PCRVs will prepare and conduct lessons, supervise and grade examinations, attend faculty meetings, observe teachers, and provide feedback to improve instruction.

Secondary Math Teachers are needed to teach basic algebra, geometry, and trigonometry at the lower secondary level (seventh through tenth grades). The PCRVs will prepare and conduct lessons, supervise and grade examinations, attend faculty meetings, observe teachers, and provide feedback to improve instruction.

Secondary Chemistry Teachers are needed to teach organic chemistry at the lower secondary level (seventh through tenth grades). The PCRVs will prepare and conduct lessons, supervise and grade examinations, attend faculty meetings, observe teachers, and provide feedback to improve instruction.

A **Microfinance/IT Specialist** is needed to assist a national NGO with the collection of accounting information from village banks and the development and implementation of a practical data management system. The PCRV will train local and regional personnel on the use of the new system and develop a plan to implement the new system on a national level.

An **Agribusiness/Shea Technical Consultant** is needed to work with local shea producing groups to build their technical and organizational capacity to effectively market their products. The PCRV will also create technical resources, such as training guides and modules, for future Peace Corps Volunteers working with shea producing groups.

A **Microfinance/Training Consultant** is needed to assist a national NGO in the development and implementation of systems to improve branch management of banks throughout Guinea. The PCRV will develop resources focusing on business development, credit management, and entrepreneurship best practices.

A **Youth and Enterprise Development Consultant** is needed to work with local entrepreneurs and youth associations to increase their organizational and managerial capacity. The PCRV will participate in the conception and implementation of innovative programming activities and approaches related

to youth development, microfinance, and microenterprise.

An **Agroforestry Technician** is needed to conduct trainings in the promotion of mud stoves, solar cookers, and cooking-efficient pots while promoting the use of these appropriate technologies. The PCRV will reinforce organizational capacities of rural stakeholders and collaborate with artisans and micro-credit systems to identify potential partners.

A **Social Marketing Assistant/Health Technical Consultant** is needed to supervise a media campaign and social marketing activities for an HIV/AIDS education initiative sponsored by Population Service International. The PCRV will also seek to build the capacity of team members to incorporate technology into their marketing plans.

Guyana

An **HIV/AIDS Risk Reduction Programmer** is needed to help sensitize health care workers on how to deal with sexual minorities and female sex workers with sensitivity and respect. The PCRV will assist in the adaptation of a generic peer counseling manual to support the training needs of counselors working with the homosexual and sex worker populations.

A **Community Health Development Officer** is needed to work with parenting groups to build their self-esteem and support them in developing skills to thrive through trainings in parenting skills, HIV prevention, and income-generating projects. The PCRV will also provide mentoring and training to staff of a children's aid shelter in parenting skills and best practices.

A **Livelihood Development Officer** is needed to help develop a livelihood project to help strengthen or enhance the economic opportunities of distressed parents and families. The PCRV will work with staff of a children's aid shelter to identify possible income-generating ventures and develop a business plan for the selected venture.

A **Life Skills Coordinator** is needed to promote life skills education in local primary and secondary schools and work to sensitize and train teachers, staff members, and students

in HIV/AIDS prevention and awareness. The PCRV will also be involved with rejuvenating the school's health club, conducting sports activities for youth, and training teachers and students in computer literacy.

Lesotho

A **Planning and Development Officer** is needed to advise the college rector and other faculty members of the Lesotho College of Education on institutional strengthening and organizational development. The PCRV will identify existing and potential sources of funding for the college and strengthen fundraising efforts for individual departments.

A **General Nursing Instructor** is needed to teach nursing students at a health training center. The PCRV will assess the current curriculum and recommend revisions, prepare lesson plans according to course objectives, assess and document student performance, and supervise the implementation of preventative HIV/AIDS activities at the college.

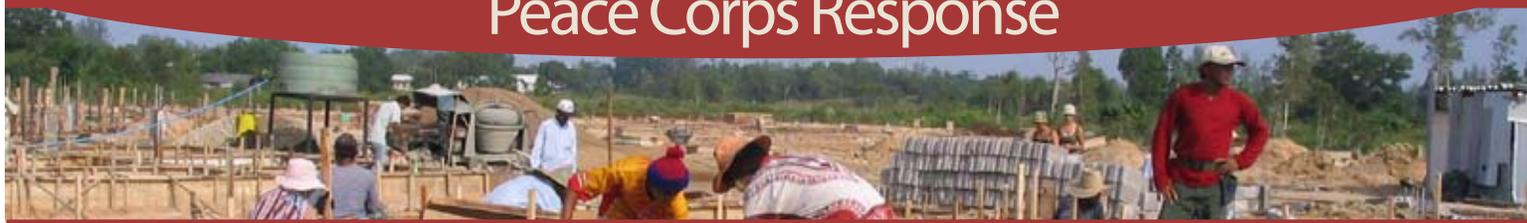
A **Math Instructor** is needed to teach mathematics to students at a health training center. The PCRV will assess the current curriculum and recommend revisions, prepare lesson plans according to course objectives, assess and document student performance, and supervise the implementation of preventative HIV/AIDS activities at the college.

A **Physics Instructor** is needed to teach physics to students at a health training center. The PCRV will assess the current curriculum and recommend revisions, prepare lesson plans according to course objectives, assess and document student performance, and supervise the implementation of preventative HIV/AIDS activities at the college.

Madagascar

Community Specialists are being requested by Conservation International to provide hands-on technical assistance to their field teams on the ground. The PCRVs will support communities in their efforts to establish local governance systems to combat illegal logging and hunting and conserve their natural resources and ways of life.

Peace Corps Response



[Early Warning Regional Technical Officers](#)

are needed to help implement the World Food Program's SALOHI early warning and food security monitoring system in the southeast and eastern regions of Madagascar. The PCRVs will provide technical assistance to field staff in the areas of IT/data collection, analysis reporting and presentation, emergency assessments, and response analysis.

Malawi

[HIV/AIDS Technical Advisors](#) are needed to help build the capacity of district assemblies to better respond to Malawi's generalized HIV/AIDS epidemic. Through capacity building, training, communication, and resource identification, the Volunteers will assist with institutional strengthening of community-based and faith-based organizations involved in HIV/AIDS work.

Mali

NEW! A [Health Policy Advocate](#) is needed to act as a liaison between national government programs and local stakeholders to advocate for community representation in the national healthcare policy arena. The PCRV will advise a movement to gain Senate support for universal primary care services for indigenous people and provide training for slum residents on lobbying tactics.

Morocco

[NGO Development Specialists](#) are needed to provide training and assistance to NGOs in organizational development and management, project design and management, human resources development, and grant writing. The Volunteers will develop a training manual addressing these topics and others such as budgeting and financial management and public relations and collaboration.

Mozambique

Attention Portuguese speakers: Check out these assignments in rural Mozambique! Portuguese speakers of all abilities will be considered.

[Conservation Farming Project Specialists](#)

are needed to develop training programs for village youth on sustainable agriculture practices. The PCRVs will demonstrate best practices in conservation farming and permaculture techniques. The Volunteers will also assist with the formation of junior farmer associations (similar to 4-H and FFA).

[A Community Development Project](#)

[Specialist](#) will work with local organizations to introduce sustainable agricultural practices in their communities. The PCRV will develop a series of training kits on topics such as nutrition, food security, agricultural practices, and the importance of a balanced diet.

Philippines

NEW! A [Special Education Expert](#) is needed to enhance an early intervention program curriculum guide and teach facilitators to implement developmental activities for children with learning disabilities. The Volunteer's work will focus especially on those children needing occupational therapy and those with speech or hearing impairments.

An [Occupational Therapy Specialist](#) is needed to develop a training manual for staff, community volunteers, and parents of children with motor disabilities and delays. The PCRV will provide training to caregivers and demonstrate techniques and strategies for handling children with motor problems and delays.

[A Disaster Preparedness Program Officer](#)

is needed to assist with developing strategies for protecting women and children against the long-term consequences of natural disasters and reducing their vulnerability to human trafficking and unsafe migration. The PCRV will develop disaster preparedness training modules and guidelines for partner communities and local government units.

Saint Kitts

NEW! An [E-Commerce Development Trainer](#) is needed to deliver technical support to small- and medium-sized enterprises (SMEs) with a focus on e-commerce activities, marketing, and promotion. The PCRV will provide technical assistance to entrepreneurs in their efforts to conduct profitability and sustainable business operations.

NEW! A [Small Business Development Trainer](#) is needed to deliver technical support to small- and medium-sized enterprises (SMEs) with a focus on business plan writing and computer training. The PCRV will provide technical assistance to entrepreneurs in their efforts to conduct profitability and sustainable business operations.

Saint Lucia

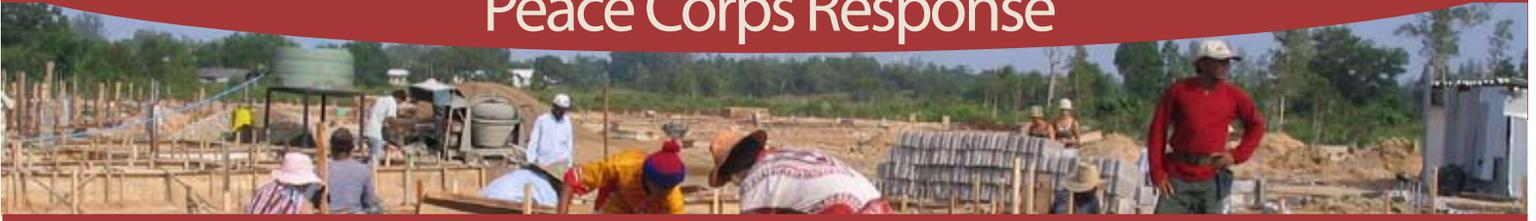
An [Organizational Development Facilitator](#) is needed to assess the current state of the Ministry of Education's special education unit and create a plan to guide the program in a positive direction. The PCRV will form a leadership team to enhance the special needs education sector and promote more effective ways to meet the needs of the targeted population.

A [Chess Coordinator](#) is needed to implement chess communities in the St. Lucian culture in order for each community and family to access the academic and social benefits inherent in the game of chess. The Chess Coordinator will strengthen the existing Chess in Schools program and prepare students for the Chess in Schools National Tournament in July 2011.

Saint Vincent

A [Speech Therapy Training Coordinator](#) is needed to provide technical training to the staff of the Helping Hands Center in speech training for persons with disabilities. The PCRV will work directly with students to identify speech problems and provide therapy. The Volunteer will also train staff members in assessing the language skills of students.

Peace Corps Response



NEW! An [Information Technology Coordinator](#) is needed to help build the capacity of parents and caregivers to implement enriching education opportunities for young children using technology as the medium of instruction. The PCRV will develop a website and family literacy implementation plan while overseeing implementation and providing technical support.

Senegal

A [Junior Achievement Educator](#) is needed to build the capacity of local Senegalese teachers and Peace Corps Volunteers to implement Junior Achievement activities. The PCRV will develop a training manual for Peace Corps Volunteers to use in the implementation of junior achievement summer camps at elementary, middle, or high schools.

South Africa

[Organizational Development Specialists](#) are needed to complete the revision of an existing draft of an integrated Human Resource Development Strategy and concept documents for the Education Leadership Institute. The PCRVs will map out a plan for their adoption and implementation and will also train staff to update and maintain all documentation.

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.

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

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

Want an even more personal connection? Connect with an **RPCV mentor** via phone, email, or face-to-face meetings. Mentors can ease the difficult transition home and help you make the most of Peace Corps community resources.

Sometimes you just need to hear, “I know what you’re going through. I’ve been there.” Learn more at www.rpcvmentoring.org.





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ematics, 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.

AmeriCorps/Vista

LEWIS CLARK SERVICE CORPS ENERGY ASSOCIATE • Ketchum, Idaho
Position available with Environmental Resource Center. Duties: drafts and implements carbon assessment and outreach plan; coordinates and

implements project plans; plans and assists with recycling at special events and community clean-up day; manages marketing, website, and office duties. Qualifications: experience working with people of all ages; understanding of environmental, energy, and resource conservation issues and how they relate to strengthening sustainability; strong organizational skills; keen attention to details; ability to work independently and with team; driver's license. Salary: \$11,800. Deadline: 7/30/2010. For more information and to apply, email: craig@ercsv.org; phone: 208.726.4333; website: www.ercsv.org.

ENVIRONMENTAL EDUCATION PROGRAM ASSOCIATE • Ketchum, Idaho
Position available with Environmental Resource Center. Duties: coordinates environ-

mental education outreach program for all elementary schools in district; develops methods to involve youth in environmental initiatives; plans and implements science after-school program; plans and assists with summer environmental education camp programs; assists with community clean-up day. Qualifications: B.A./B.S. in related field; ability to commit to full term of service; knowledge of flora, fauna, geology, and ecology of Rocky Mountain West; knowledge of environmental issues, education practices, scientific principles, and ecology dynamics. Salary: monthly living allowance. Deadline: 7/30/2010. For more information and to apply, email lisa@ercsv.org; phone: 208.726.4333; website: www.ercsv.org.

Ask Hotline



Q: How do I prove I have noncompetitive eligibility (NCE)?

A: NCE is officially granted to you through your Description of Service (DOS) and is proved by attaching a copy of your DOS when applying for a federal job. The DOS will reference "Executive Order 11103," which is the Presidential directive that established NCE. If you have misplaced your original DOS, the Peace Corps can send you a copy. Contact the Office of Volunteer and PSC Services for a copy. They can be reached at 800.424.8580, ext. 1770 or certifications@peacecorps.gov.

To submit a mailing and/or email address change, visit www.peacecorps.gov/rpcv/info. You can also send changes of contact information 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

riences the candidate brings; 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 im-

plemented; 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, 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 man-

ager 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 wowing 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/layout-scripts/sall_display.asp
- www.cbsalary.com - Free salary calculator through Career-Builder.com
- www.salarycalculator.com - Free cost of living and salary calculator by industry

Peace Corps Digital Library
<http://collection.peacecorps.gov/>

SUBMIT NOW!

Have any photos or stories from your Peace Corps experience?

WHERE DID YOUR WATER COME FROM?

Help recognize National Water Quality Month in August



- Talk about the impact of water on your daily life. Was water scarce in your region? How far did you go to get water?
- Did your work include water or sanitation infrastructure? Share your project with interested nonprofits or at a local library.
- Visit World Wise Schools' Water in Africa Project for more ideas!

Visit www.peacecorps.gov/thirdgoal for inspiration and to explore tips and resources. Register your Third Goal participation online and let us know what you are doing; you'll also receive a Third Goal Resource Kit with souvenirs for your audience.

Calling Midwest RPCVs!

Returned Volunteer Services is hosting a career event in Chicago!

Arriving back in the states after Peace Corps and re-entering into the job market can be discouraging. We, as PCVs, have acquired these worldly skills and experience, but have little idea how to begin applying them and getting our feet in the door. The RPCV career event put everything into perspective. I was thrilled with all the professional advice and exposure I received regarding networking connections, job resources, and confidently taking charge of my career."

-Lauren Tuzzolino, RPCV Ukraine 2006-08

Join Returned Volunteer Services this summer for a regional career event in Chicago! Attend the morning career workshops to learn RPCV-specific job-search tips, and chat with RPCV-friendly employers at the career fair in the afternoon.

Note: Because of the many opportunities in the federal government, first-year RPCVs with noncompetitive eligibility are especially encouraged to attend.



Friday, August 13, 2010

9:00 am – 3:00 pm

Register online at: <http://events.constantcontact.com/register/event?oeidk=a07e2y2khkob0978638>

For more information, contact Returned Volunteer Services at rvsevents@peacecorps.gov or 202.692.1430



www.peacecorps.gov/rpcv/events



You are cordially invited to
the Franklin L. Williams Award Ceremony,
hosted at Peace Corps Headquarters in
Washington, DC, on
Thursday, September 9, 2010, 6:00 PM – 8:00 PM.

The ceremony will feature
Ambassador James Joseph
as the keynote speaker.
Nine RPCVs will be honored for their
commitment to service.

Please RSVP to
franklinwilliamsaward@peacecorps.gov
by September 1st, 2010.

Find Your Path...

Focus Careers
Self-Assessment Software

Request your free account today!

Email rvs@peacecorps.gov to request access.

Include your name, country of service, and dates of service in your request.

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, email 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.