

## Change Challenge Entrepreneur-in-Residence (EIR) Program Q1 2012

The Change Challenge is an impact talent Incubation program.

Designed to address a need for greater diversity within the impact investing and social enterprise community, the Change Challenge program integrates social cause interests with the identification and development of new next generation talent from diverse backgrounds.

The program is designed for high-performing junior professionals interested in switching into an impact investing, social entrepreneurship, foundation management and/or the broader mission-oriented sector.

During a 10-week program, participants (EIR's) develop a business case that addresses a social challenge identified and sponsored by our mission-oriented partners. Change EIR's are matched to a specific challenge based on interest and prioritization.

At the conclusion of the program, Change EIRs present their case at a "Showcase" event which is attended by our partners and invited social community colleagues. While not guaranteed, we hope that our Change EIR's will find an opportunity to take a more formal role with a partner foundation or continue independently with their case.

The program integrates several leadership development activities including: peer-to-peer knowledge sharing, mentoring, industry leader speaker series, site visits, and team building.

Springworks will launch the inaugural Change Challenge in San Francisco.

This is an advanced call for applications from individuals who want to be considered for this highly rewarding program.

### Who are we looking for?

- High achieving individuals with a rich history of academic and professional success
- You'll be a college graduate, with somewhere between 2-12 years of work experience
- Given this is for new entrants to the community, we are looking for candidates who have no or limited recent work (paid) history in a foundation, impact investing firm, non-profit or social enterprise
- Undoubtedly you are collaborative, energetic and positive in nature
- You live or are willing to be in the Bay Area for the full program and can commit to full-time participation

Full program details will be available in mid-Q1.

If you are interested in getting updates, please fill-out our pre-application form: [Change Challenge Winter 2012](#)

For general inquiries, please email [change@springworks.org](mailto:change@springworks.org)