

James C. Gaither Junior Fellows Program
2025-2026 Application Cycle

Applications must be received by January 15, 2025.

The Carnegie Endowment for International Peace is a global network of policy research centers. In a complex, changing, and increasingly contested world, the Carnegie Endowment generates strategic ideas and independent analysis, supports diplomacy, and trains the next generation of international scholar-practitioners to help countries and institutions take on the most difficult global problems and safeguard peace.

The James C. Gaither Junior Fellows Program at the Carnegie Endowment for International Peace is designed to provide a substantive work experience for students who have a serious career interest in the area of international affairs. Approximately 15 students will be hired to work as employees at Carnegie in Washington, DC on a full-time basis for 10-12 months.

ASSIGNMENTS: Gaither Junior Fellows provide research assistance to scholars working within Carnegie's programs, listed below. They have the opportunity to conduct research, contribute to op-eds, papers, reports, and books, edit documents, participate in meetings with high-level officials, contribute to congressional testimony and organize briefings attended by scholars, activists, journalists and government officials.

QUALIFICATIONS: Applicants must be nominated by an official of their university or institution who has been designated for this purpose (usually the career placement officer, fellowship advisor or an academic department chairperson). A listing of participating institutions and nominating official titles may be found at <http://carnegieendowment.org/about/jr-fellows>. Applications are accepted only from graduating college seniors or individuals who have graduated within the past academic year. No one will be considered who has started graduate studies (except those who have completed a joint bachelor's/master's degree program).

Applicants should have completed a significant amount of coursework related to their discipline of interest. Language and other skills may also be required for certain assignments. The selection process for the program is very competitive. Accordingly, applicants should be of high academic quality.

Qualifications for Gaither Junior Fellows may vary by program. Please review the bulletin for program requirements and more information on what each program is looking for.

APPLICATION PROCESS: All application materials must be received by the program **on or before Wednesday, January 15, 2025**. Colleges/universities generally set earlier deadlines internally. Applicants should consult their designated nominating official concerning nominations. Each nominating institution may nominate two students.

Finalists in the selection process will be interviewed by phone or videoconference in the spring. Selection decisions are generally made in mid-March and no later than March 31st. Students will not be notified of their status until the entire selection process has concluded. This includes students who are not selected for interview, as we occasionally get late requests from programs to schedule additional interviews.

DIVERSITY INITIATIVE: As an organization dedicated to pursuing global engagement and peace, we believe the work of the Carnegie Endowment for International Peace is enriched and should be informed by a diverse array of perspectives. We are committed to building a diverse, equitable, and inclusive community among staff and partners and on our public platform.

DURATION: All fellowships will begin on or about September 1, 2025 and last through June 30, 2026. Gaither Junior Fellows are hired for a period of 10-12 months. Some fellowships may extend through July 31, 2026 or August 31, 2026 by mutual agreement between the research program and the junior fellow.

SALARY AND HOUSING: The monthly salary is \$4,000, paid semi-monthly, subject to federal, state and local taxes. A generous benefits package is provided, including medical, dental and life insurance as well as vacation leave. Gaither Junior Fellows will be provided up to \$1,500.00 (grossed up for taxes) in relocation support but are otherwise responsible for their own housing arrangements.

All of the following must be **submitted through Embark** [<https://carnegiegaitherjuniorfellows.embark.com/apply/2025>] via the designated nominating official no later than January 15, 2025:

- Application information (see: Checklist)
- An essay (personal statement) of one page or less, double-spaced on why the student would like to become a junior fellow.
- Resume/C.V. (preferably 1-2 pages)
- Two letters of recommendations. These recommendations can come from anyone the student feels can best speak to their abilities as a potential Gaither Junior Fellow.
- Transcript of undergraduate records. The transcript may be unofficial. (We prefer unofficial)
- An essay of no more than three (3) typewritten, double-spaced pages on one of the following topics. These topics are intended to test skills in analysis, logic, and written expression. The essays should be analytical thought pieces, not research papers. Students should submit an essay related to their primary research program interests, although the James C. Gaither Junior Fellows Program may ultimately select an applicant for a program outside of his/her designated primary interest or make an assignment to more than one program.
 - While candidates may indicate a second research program choice on the application, we strongly encourage candidates to tailor their application towards only their first choice.

Applicants must respond to the question pertaining to the program to which they are applying.

- A. Democracy, Conflict, and Governance Program.** Choose any two countries in the world, from two different regions, including at least one from the Global South. Explain how political developments in those countries in the past five to ten years embody what you believe are some of the most important elements of the global democratic recession. Be sure to give some indication why you have chosen the countries you focus on.
- B. American Statecraft Program.** America's role in the world is changing, whether it likes it or not. What are the 3-5 most important factors that will shape the context in which America conducts its foreign policy in the next two decades?
- C. Nuclear Policy Program.** Which state without nuclear weapons do you believe is most likely to acquire them?
- D. Technology and International Affairs Program (Please respond to just ONE of the two following questions).** When you read or hear discussions about 'risks of AI' what questions do you have that you do not think are being answered well? **OR** What technology issue will have the greatest impact on international stability in the coming decade, and why?

- E. Middle East Program.** The Middle East region is going through a huge, agonizing and protracted transformation characterized by dwindling oil revenues, rising populations, failing governance structures and government services, rising extremism and sectarianism, and high youth unemployment. The current situation has enabled regional powers to intervene in each other's affairs as well as non-state actors such as the self-proclaimed Islamic State to emerge and spread new toxic ideologies. What do you see as one of the most difficult threats facing the region today and the underlying drivers of turmoil? Discuss the impact this has had on two countries in the region and strategies that will help move these countries toward a better future.
- F. International Security and Political Economy [to work with the International Security and South Asia Programs] (Please respond to just ONE of the two following questions).** Many scholars argue that the world is experiencing a worrying period of democratic backsliding, while skeptical voices suggest that backsliding concerns are overblown. With reference to existing data sources and democracy ratings, which position do you find more compelling and why? **OR** Should the United States end its ambiguity over defending Taiwan?
- G. Asia Program.** To what extent are states in Asia "forced to choose" between the US and China? Consider political, economic, security, and other factors to substantiate your analysis.
- H. Russia and Eurasia Program.** The U.S.-Russia relationship has plummeted to unprecedented post-Cold War lows amid the war in Ukraine. Can this downward trajectory be arrested? What are the key dangers in the current situation and how might the White House seek to prevent things from getting out of hand?
- I. Africa Program.** The African continent is critical to the future of the global economy in this century. Africa has the world's youngest and fastest growing population. The African Continental Free Trade Agreement now encompasses the world's largest free trade area, by number of participating countries (54 signatories compared to the European Union's 27). With the world's largest number of mobile money accounts, digital innovations are providing new solutions to some legacy challenges on the continent, around financial inclusion for instance. And Africa's abundant natural resources endowments, including minerals and metals as well as forests in the Congo basin, will be crucial to the global clean energy transition to combat climate change. Yet, the continent is increasingly becoming the epicenter of global poverty - with 33 of the 45 countries designated by the United Nations as "least developed" situated in Africa. Nearly two dozen countries are at risk of debt distress and around 600 million people lack access to affordable and reliable electricity. What domestic/or global factors will shape the specific role that African countries play in the global economy? Illustrate your points with examples from two African countries.
- J. Global Order and Institutions Program.** The UN Secretary-General has depicted the world as "gridlocked in colossal global dysfunction." What accounts for the failures of many multilateral institutions, and what—if anything—can be done to improve international cooperation in addressing major global challenges?
- K. Sustainability, Climate and Geopolitics Program.** Imagine it is the year 2040 and you are working for a major international organization. Your teenaged niece, who is about to begin studying for a bachelor's degree in Climate & Geopolitics, asks you to summarize how the climate crisis and the responses to it have transformed international affairs since you were a student. In the interest of time, she asks you to focus on 2-3 of the most important developments. What do you tell her?

- L. Europe Program (Please respond to just ONE of the two following questions).** Should Europeans attempt to build a “European Pillar” in NATO? What could this look like? **OR** What challenges do Europeans face when considering their response to China’s support for Russia in Ukraine?
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The designated university nominating official or their staff should send all of the above materials by **January 15, 2025** via the Embark system. Instructions on how to use Embark can be referenced here <https://ceipfiles.s3.amazonaws.com/pdf/junior-fellows/25-Embark%2BGuide.pdf> (Embark guide)

<https://carnegiegaitherjuniorfellows.embark.com/apply/2025> (Use this link to start a new application)

Questions concerning the above requirements and the James C. Gaither Junior Fellows Program should be addressed to Christopher Grider, Deputy Director of Human Resources, either at (202) 939-2308 or jrfellowinfo@ceip.org. Students should contact their institution’s nominating official with questions.