

James C. Gaither Junior Fellows Program
2026-27 Application Cycle

Applications must be received by January 15, 2026.

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 Thursday, January 15, 2026**. Colleges/universities often set earlier internal deadlines. 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 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 AND EQUAL EMPLOYMENT: A workplace where people from all backgrounds can succeed and contribute to our mission makes Carnegie more effective and capable of fostering understanding across our global centers, reflecting the variety of countries and settings in which we work. In pursuit of our mission, we harness the wide range of talent, expertise, and experience of scholars and staff across the world to bring differing views and life experiences, new voices, and innovative ideas to the table. A commitment to diversity of

all kinds helps us unlock and sharpen these ideas to better understand and reverse patterns of civil conflict, political violence, and other obstacles to peace. Carnegie strives to create a work environment where every employee, irrespective of their background or role, can contribute to our common purpose.

DURATION: All fellowships will begin on or about September 1, 2026 and last through June 30, 2027. Gaither Junior Fellows are hired for a period of 10-12 months. Some fellowships may extend through July 31, 2027 or August 31, 2027 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/2026>] via the designated nominating official no later than January 15, 2026:

- Application information (see: Checklist)
- An essay (personal statement) of **up to two pages**; double spaced. **The personal statement should discuss why you are applying for this job, what you hope to learn from it, how you think your experience and working style would serve you well as a research assistant, and why you have chosen to apply for the program you are applying for.**
- 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.
 - **Junior Fellows provide essential research assistance to our senior scholars. This often requires sophisticated judgment and independent work. Recommendations will therefore be especially useful if they speak to the student's analytical and writing skills, self-discipline and maturity, and, where relevant, subject matter expertise.**
- Transcript of undergraduate records. The transcript may be unofficial. (We prefer unofficial)
- **A writing sample of three to five pages, double spaced. This sample may be either a full-length piece that falls within the size range or an excerpt from a longer work.**
 - **The writing sample must be accompanied by a brief explanation of no more than half of one page explaining why the student chose that sample. The explanation is not included in the three to five page limitation noted above.**
 - **The writing sample can be on any topic. However, we recommend that the student choose a writing sample that is relevant to the program they are applying for, either in subject matter or style of analysis. For more information on what each Carnegie research program is working on, we recommend visiting <https://carnegieendowment.org/programs-and-projects>.**
 - **A works cited page is not required. However, in-text citations (either footnotes/endnotes or parenthetical) should be included with the writing sample.**
- 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.

The writing sample above will replace the substantive essay for the 2026-27 application cycle. Please see the separate bulletin for additional information. Certain changes to the application have been bolded for emphasis.

The designated university nominating official or their staff should send all of the above materials by **January 15, 2026** via the Embark system. Instructions on how to use Embark can be referenced here <https://carnegie-production-assets.s3.amazonaws.com/static/files/26-Embark-Guide.pdf> (Embark guide)

<https://carnegiegaitherjuniorfellows.embark.com/apply/2026> (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 at (202) 939-2308 / jrfellowinfo@ceip.org or to Abigail Keating, Human Resources Coordinator, at jrfellowinfo@ceip.org. Students should contact their institution's nominating official with questions.