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## Tips for Recruiting, Supporting & Endorsing Successful Peace Fellows

### 1 Use Your Network



Utilize the district's existing connections. Project partners and local organizations may be able to refer candidates from their staff or networks.

Consider recruiting unconventional candidates. Peace fellows come from a variety of professional and cultural backgrounds.

Have a connection with a local university? Ask them to help advise candidates on what universities look for in students.

### 2 Be Honest With Candidates

Talk with candidates about their experience and motivations, and be honest about their fit for the program.



Ask about their personal readiness to study abroad for an extended time. Consider asking:

How will they handle being away from family and friends?

How will they cope with the stresses of living in a different culture?

How will they adapt to an academic environment?

### 3 Review and Refine Applications

Ensure that candidates incorporate information in their essays about their goals, why the Rotary Peace Fellowship is the right fit for them, and, in return, what they can add to the Rotary community.

Review candidate résumés for clarity and to ensure they highlight relevant experience.



Help candidates eliminate language and grammar errors from their materials.

### 4 Work as a Team

Appoint a district Rotary Peace Fellowship subcommittee chair.

Establish a subcommittee to help with recruiting, mentoring, conducting interviews, and writing endorsements.

Create a plan to rotate the responsibilities of the subcommittee chair to preserve knowledge.



### 5 Be Consistent

Set an interview day or week that is publicized to clubs and candidates in advance.

Finalize a list of interview questions and a standard method for assessing candidates.

Plan how you will interview remote or at-large candidates using tools such as Skype or Zoom.



Discuss the subcommittee's endorsement decision immediately after the interview. Let candidates know the decision as quickly as possible.

### 6 Connect to Rotary

Explain your district's expectations for peace fellows' continued engagement with clubs, your district, or Rotary International.

Build a connection between candidates and a club or Rotarian mentor so they feel engaged with the organization.

Teach candidates about Rotary and its impact on community and international development.

