C/CORPS

Full-Time Paid Internship -Spring 2023

If you have recently graduated or are taking a semester off and you want to learn how to launch a social-good product in just ten weeks, consider joining the 9th Cohort of C/Corps. It's a full-time, paid gig, that can be done anywhere. We are required to call it an "internship" - but don't be fooled. It's a real job, working with real public leaders on a real project in real time. Past Scholars were pioneers in this program and did superb work that had real-world impact.

This is a PAID, FULL-TIME 10-week program intended for recent graduates or students who are taking a gap year or gap semester.

Past cohorts have helped devise new mechanisms for foundations and nonprofits to respond more effectively to crises such as the COVID-19 pandemic, designed a new platform to network public health leaders across the country, and forged a vision for a new type of music museum bridging racial and cultural divides. Projects for this cohort will be continued work on the music museum and developing a platform for intergenerational support, activities, relationships, and learning.

Each project that the cohort works on reflects the seismic shifts society faces and gives careful attention to equity and inclusion. In the process you will study the root causes of specific social problems and help devise solutions and creative alternatives to the status quo. This is a paid opportunity and you will be treated as a full team member from the start and will never be asked to get coffee or do busywork. We believe that making a dent in the universe requires everyone's voice and contribution—including yours. In exchange, we will teach you how to get an audience and make lasting change.

To be successful you will need to be a self-starter, comfortable with ambiguity, managing competing priorities, and as interested in leading as in lending a hand. You will be involved in launching new projects and helping with programs underway.

Intern Responsibilities

> Fulfill tasks initiated by NormalNext principals and project managers.
> Participate actively in meetings, take minutes, and coordinate tasks with peers.
> Apply the design thinking process to projects (develop problem statements, conduct interviews, compare existing programs, iterate solutions, and write briefs).
> Conduct formal interviews and make presentations to clients.
> Develop playbooks, feedback sessions, video clips, and tool kits.

Internship Prerequisites

To be eligible for the C/Corps internship, you should be:
> an undergrad or grad student between classes or taking time off from school,
> passionate about improving the world around you (at a local or global level),
> eager to work on various projects that C/Corps has taken on,
> skilled in verbal and written communication skills,
> interested in joining a team to both lead and take direction,
> comfortable multitasking,
> able to cope well under pressure,
> able to work from a safe remote location with good wifi and video capabilities. If you feel this prerequisite bars you from applying, please let us know; We will work with you on tech capabilities, and this should not be a reason not to apply.

Time Commitment

For the Spring 2023 Cohort we are looking for applicants who are able to commit full time to this position. Workloads and times will vary from day to day, but most weeks will land at 30-40 hours.

We expect that all associates will commit to being available from 10AM to 2PM EST Monday to Friday for required group and team work. Time outside of that can be and often is flexible. We welcome applicants from all timezones as long as you can commit to availability during those times.

In very special cases, we may accommodate limited exceptions to the above. If you remain very interested in the program, please contact jennifer@normalnext.org.

Program Duration and Stipend

The program is timeboxed by seasons and/or terms, with some projects being transitioned from one team to another across several cohorts. Interns will generally work with C/Corps for 2 to 4 months. This spring's Cohort 9 experience is expected to last from January 23rd-March 31st.

C/Corps offers a monthly education/living expense stipend. Our desire is to make this opportunity financially accessible to all applicants. We can discuss your specific situation as part of the interview process.

For additional information, see https://normalnext.com and https://normalnext.com/intern-program/.

To Apply

For consideration, please submit the following to jobs@normalnext.org by Friday, December 2nd at 11:59pm EST:

> a resume
>cover letter, including additional details and your timeframe
>a creative supplement to your application; you may choose to submit a small (~250 words)/short (max 3 minute video) additional material in whatever format you choose--poetry, short video, photographs, a short writing response, a zine, or any medium of your choosing addressing one of the following prompts:

What are you most curious about right now?
What are complex challenges that our generation faces that you see in your community and what are ways that those challenges can be addressed?

Perfection is neither desired nor possible, so we hope that you will timebox yourself to about an hour synthesizing this creative supplement. This is meant to be an outlet of self-expression rather than a burden.

FAQ's

What kind of commitment do we expect? We expect that all associates will commit to being available from 10AM to 2PM EST Monday to Friday for required group and team work. Time outside of that can be and often is flexible. We welcome applicants from all timezones as long as you can commit to availability during those times. We also expect that all associates will be available for the full duration of the cohort term.

What does a workday look like? Much of our work is completed real-time during standard EST working hours. Currently, the one thing we all do every day is an all-hands meeting at 10 am EST M-F. You can expect Zoom meetings, Slack chats, collaborative creation, and asynchronous feedback.

Can I do this while I take classes? Maybe. We have associates that do, though most are taking gap semesters or have graduated. Your availability, your workload, and your ability to manage your time will go a long way to answering that question. So, if you plan to take classes let's talk about how realistic it is to also be able to be a full part of the C/Corps experience.

Where do I have to be to work with C/Corps? We are fully remote and have people physically located from California to Florida to Maine. That means that you'll need reliable internet access and a computer with a webcam.

Will I need to know any skills/software before I start? We don't expect anyone to be an expert in any one thing. We use Zoom, Google Suite, and Slack every day. For other skills & software, we do some on the spot training but also ask that you come with the mindset to teach yourself new skills & tools.

What exactly does C/Corps do? We are committed to helping the world thrive through the profound economic and social turbulence ahead. That has included project work in many veins, including, but not limited to, city resiliency planning, health equity, community renewal, and emergency resource management. The ideal C/Corps candidate is curious, willing to be challenged, try new things, excited by learning, interested in being part of a team, and comfortable with questions that don't have clear answers.