

## **SAMPLE INTERNSHIP DESCRIPTION – NOT CURRENTLY OPEN – FOR INFORMATION ONLY**

### **Research Internship Communicating Our Vision Mercy Corps**

#### **PROJECT DESCRIPTION:**

The intern will be responsible for revising and refreshing the orientation to Mercy Corps' theory of change framework (known as our Vision for Change), which lies at the foundation of all our programs. This cornerstone of our programming is a graphic representation of the way in which key actors, operating principles, and external conditions interact in the service of our mission: - creating secure, productive and just communities. The vision for change represents a process, informed by 25 years of work in the field that allows for sustainable change to occur. More than a concept, the Vision for Change is a tool for Mercy Corps to plan strategy, develop programs, observe impact and communicate our work.

#### **OBJECTIVES/RESPONSIBILITIES:**

- Working with key field-based teams around the world to collect and align program examples against the Vision for Change.
- Updating the Vision for Change case studies and e-learning training so that concepts, examples and resources are accessible, relevant and useful for field and HQ teams.
- Determining whether there is need for another round of in-country Vision for Change orientations to help new staff understand the framework, to keep existing staff current on the concepts and applications, and to make recommendations for follow up.

The intern will conduct in-person and phone interviews with Mercy Corps staff from across the agency. S/he will create, distribute and analyze a simple on-line survey to gauge orientation needs and prepare a report with recommendations.

#### **DELIVERABLES:**

- Set of Case Studies – Use information gathered through interviews to update existing Vision for Change case studies and write 3-5 new case studies and snapshots that illustrate the different components of the framework.
- Update Online Vision for Change Training and Resources – manage technical revisions and coordinate with staff creating the general Mercy Corps orientation platform.

#### **IDEAL CANDIDATE SHOULD POSSESS THE FOLLOWING QUALIFICATIONS:**

- Masters degree level student or graduate
- At least two years experience working with international NGOs/CSOs, preferably internationally-based
- Experience conducting qualitative interviews
- Strong writing skills
- Competence with internet research, Microsoft Word, Excel and Powerpoint required; experience creating Internet-based learning tools is a plus
- Fluency in English required; fluency in Spanish, French or Arabic a plus