

NextGen Changemaker Fellowship Program

Kairos Impact Strategies is committed to developing the next generation of leaders and changemakers and is seeking its inaugural NextGen Changemaker Fellow for spring/summer 2026. The ideal candidate is curious, organized, and eager to roll up their sleeves and learn. You'll support partner-facing research, communications, and analysis that help nonprofits, foundations, government agencies, and faith-based organizations tell stronger stories, mobilize people to action, and drive real change.

This is a great fit for a college student or recent graduate who cares about social impact and wants to build practical, "real-world" skills across strategic communications, marketing, advocacy, fundraising, community engagement, and public affairs, with coaching along the way.

This fellowship is hybrid, with some in-person time required for partner events and select meetings.

Fellowship Dates

March – August 2026, unless extended or ended earlier.

Compensation

This fellowship includes up to a \$2,400 stipend for the full six-month term.

Location / Work Style / Time Commitment

- Hybrid role
- Some in-person availability required for partner events and occasional meetings with our team and clients
- Remote work for most research and deliverable development
- Must be available for five hours a week (20 hours per month) over the six-month term

What You'll Do (Responsibilities)

You'll support Kairos Impact Strategies across research, strategic communications, and partner work. Responsibilities may include:

1) Research for Partners

- Research topics requested by the team to inform partner strategy and communications
- Projects may include:
 - news and media monitoring
 - landscape scans (who's doing what, where, and why it matters)
 - background research and issue analysis
 - stakeholder and audience research
 - message and narrative research (how an issue is being framed and received)

2) Turn Research into Partner-Ready Deliverables

- Translate findings into clear, useful summaries that partners can act on
- Deliverables may include:
 - briefs, memos, and one-pagers
 - research summaries with key takeaways and recommendations
 - reports and partner updates
 - slide decks / presentations
 - annotated source lists and resource libraries

3) Strategic Communications Support

- Support communications work that helps partners clarify their message and show up consistently
- Projects may include:
 - drafting and editing copy (web copy, program descriptions, bios, FAQs, partner updates)
 - supporting message development
 - helping build communications plans (goals, audiences, channels, timelines)
 - creating content outlines and early drafts (newsletters, blogs, social media toolkits, email copy)
 - creating content for social media platforms based on partner-approved messaging (e.g., drafting posts, adapting copy by platform, and supporting content and editorial calendars)
 - reviewing materials for clarity, tone, accessibility, and alignment with brand voice
 - helping prep for media moments (backgrounders, quick research, draft statements when needed)
 - developing blog posts and curating resources for nonprofits for the Kairos website
 - and more!

4) Partner Support & Project Coordination

- Help keep projects moving and deliverables organized, including:
 - light admin support tied to research and deliverables
 - formatting and polishing briefs, reports, and decks
 - tracking notes, action items, and next steps from meetings
 - joining partner meetings when appropriate to take notes and capture follow-ups
 - set up and clean up partner trainings

5) Professional Responsibilities

- Show up with care and good judgment
- Share progress updates regularly and ask questions early when you're stuck
- Keep partner information confidential
- Work independently while collaborating closely with the team
- Be open to feedback and committed to learning

What You Bring (Qualifications)

We're looking for someone who is:

- A college student or recent graduate
- Passionate about justice and social change
- Interested in strategic communications, marketing, research, policy, public affairs, media
- Self-motivated, highly organized, and detail-oriented
- Comfortable in a fast-moving environment with multiple moving pieces
- A strong writer and communicator (verbally and in writing)
- Genuinely excited to learn about our partners, our work, and the causes we support
- Curious and has a learner's mindset

What We Provide (Support from Kairos Impact Strategies)

You won't be doing this alone. We'll provide:

- The resources, context, and support you need to do great work
- Coaching and mentorship to help you build skills for the workforce
- Timely feedback so you can keep learning, improving, and growing

To Apply

Send us **your resume** and a **short cover letter**. In your cover letter, please respond to **one** of the prompts below (choose the one that feels most like you). We're less interested in perfect writing and more interested in your perspective, clarity, and values.

Cover letter prompts (pick one):

- What issues or causes are you most passionate about, and what shaped that passion?
- What change do you most want to see in the world, and what role do you hope to play in making it happen?
- Kairos works at the intersection of strategy and storytelling. What's an example of a message, campaign, or story that truly moved you, and why did it work?
- What's a social issue you're curious about but still learning? What questions are you asking, and how would you go about finding answers?
- What does "changemaker" mean to you, and how are you becoming one?

Email your cover letter and resume as Word or PDF files to Andrea@findyourkairos.com, with "Application for NextGen Changemaker Fellowship" in the subject line.

The Fine Print:

Location & Travel

This is a hybrid fellowship based in Southern California. Candidates should be located within a reasonable distance of in-person partner events and occasional meetings in the greater Los Angeles and Inland Empire regions. Limited local travel may be required.

Remote Work & Expense Reimbursement

Kairos Impact Strategies will reimburse reasonable, pre-approved business expenses associated with fellowship responsibilities (e.g., required travel to partner events). Fellows are expected to have reliable internet access and a computer suitable for remote work unless otherwise arranged.

Equal Opportunity & Accommodations

Kairos Impact Strategies is an equal opportunity employer. We welcome applicants of all backgrounds and identities. Reasonable accommodations will be provided for qualified individuals with disabilities throughout the application and selection process.