



SDP Fellowship: Nominating an Internal Candidate

A strong candidate for the Fellowship is someone who is:

- Working with data and strategy as a core function of their role
- Positioned to move critical initiatives forward and share their learnings across the organization
- Exhibiting growth potential within the organization
- Excited to learn and continue their growth
- Committed to remaining with your organization for the next two years, at minimum, given this opportunity

Domain	Competency	Look-For
Organizational Role	Regularly works with data	Day-to-day projects involve data or data systems
	Has capacity to interface with senior leadership	When given the opportunity, could communicate well with senior leaders and will have the opportunity to present their strategic data project work to the leadership team
Data Skillset	Deep familiarity with your organization's datasets	Knows where to access organizational data to inform projects and understands constraints of existing data
	Strong descriptive analysis skills, at minimum	Can communicate key insights from a dataset using Excel, R, STATA, or another software
Continuous Growth	Evidence of commitment to continuous learning	Actively pursues opportunities to learn or teaches themselves new skills, theories, etc., to apply to their work
	Demonstrates growth potential within your organization	Could advance roles within your organization in the next 3-5 years
Performance Excellence	Goes above and beyond in their role and performs at the highest levels of their job	A supervisor and team member can count on this individual to execute excellent work
	Brings interesting ideas to the table for using and analyzing data that could help inform the organization's growth and improvement	In the past year has brought at least one innovative approach to solving a problem (with or without data)



Commitment to the Fellowship Program	Prepared to be an enthusiastic participant of the Fellowship and execute on a key strategic data project	Actively participates in meetings and, when given the opportunity, collaborates well with others
	Committed to remaining at your organization for at least two years	Invested in the success of and excitement about your proposed project
	Can make time for learning (5% of time on SDP-related training; 20% of time on the proposed project)	Has demonstrated ability to juggle multiple projects/tasks and prioritize appropriately