

Leadership Fellows Program



A Special Invitation to Join the Federal Reserve Bank of Philadelphia's Leadership Fellows Program

Are you interested in learning, growing, and serving our economy and communities? Do you love to learn and push yourself to see what you can achieve? If so, the Leadership Fellows Program may be right for you. This program offers entry-level applicants many opportunities to work as a broad-based analyst in a variety of Bank functions. Our significant focus on training and professional development stretches the skill sets of our leadership fellows and prepares them to take on greater analytical and leadership responsibilities as they progress through this full-time program. The curriculum is challenging and fast-paced, mixing hands-on skill-building opportunities with interactive, classroom-based learning. Rotational assignments change annually as analysts advance through entry-, junior-, and advanced-level assignments in different business units. Since the program was launched in 2018, more than 12 departments have provided a wide range of experiences, helping the leadership fellows not only to learn and grow but also to start to think about what fields they may want to target as they begin their careers.

If you see yourself as a critical thinker, self-starter, and fast learner, I invite you to take a closer look at the Leadership Fellows Program. Read on to find out more about its offerings and what the leadership fellows say about their experiences.

I hope to see you in one of our future cohorts.



Kelly Jones

Senior Vice President of Human Resources



About the Federal Reserve Bank of Philadelphia

The Federal Reserve Bank of Philadelphia is one of 12 regional Reserve Banks that, together with the Board of Governors in Washington, D.C., make up the Federal Reserve System. As the nation's central bank, the Federal Reserve helps formulate and implement monetary policy, supervises banks as well as bank and savings and loan holding companies, and provides financial services to depository institutions and the federal government. The Philadelphia Fed serves the residents of the Third District, which encompasses eastern and central Pennsylvania, southern New Jersey, and Delaware.

Philadelphia Fed employees work in a variety of functions, from economic research and payment systems to banking supervision and regulation. We also have employees that support the Bank in other areas, including information technology, financial management, corporate affairs, community development, human resources, and administration.

The Federal Reserve Bank of Philadelphia is proud to be an equal opportunity workplace.

About the Leadership Fellows Program

Leadership fellows fill important roles at the Bank, providing support to Bank departments as they develop skills and gain experience every step of the way. Fellows go through ongoing training and professional development to prepare for greater analytical and leadership responsibilities, and they have access to our comprehensive benefits package and all the amenities our Center City office has to offer. No matter what career path is on the horizon, the program offers a rich and rewarding experience for all participants.



Responsibilities of Leadership Fellows

Professional development is at the heart of the Leadership Fellows Program. With each assignment, leadership fellows provide analytical and project support to a number of Bank departments as they fine-tune their skills in collecting, analyzing, and presenting data; making recommendations; and coordinating projects across a variety of business lines. They also engage in day-to-day tasks and long-term projects within their respective departments, working with department management on the structure and delivery of these projects and guided by well-defined instructions and supervision as needed.

As analysts, leadership fellows provide analytical and project management support to Bank departments, which includes general consulting work to assist management in completing projects, preparing recommendations to improve current practices, or implementing new programs. Past leadership fellows have worked on quantitative projects, such as helping to track budget variances and analyzing performance metrics, and they've also assisted with planning department events and researching and preparing presentations for management. In addition, leadership fellows research market and industry best practices, collect and analyze data and trends, and provide results in written reports or live presentations. Other job functions include coordinating or conducting activities related to department risks, such as internal audits, risk management, and business continuity testing and plan maintenance.

Leadership fellows also have access to a number of professional development programs. They can participate in the Philadelphia Fed's mentoring program to assist in building professional relationships and developing leadership skills and attend workshops on practicing leadership and interpersonal behaviors.

Hear What Current and Past Fellows Have to Say

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I have always wanted to work for the Federal Reserve.



After graduating college, I had several career paths open to me, and I was unsure of where to go. When I saw the Leadership Fellows Program offered by the Federal Reserve Bank of Philadelphia, I thought it would offer a great set of experiences and allow me to work in several fields. Throughout the program, you are doing impactful work for the department and Bank, and you are treated as a member of the team during each rotation. The yearlong rotations allow for a truly unique experience that grants the leadership fellow time to gain a real understanding of the department they are in while getting a great deal of exposure to all of the business functions within the department and how they play into the Bank's everyday functions."

-JOSEPH BANUELOS



"I am learning how to balance both work and life, take the initiative, and take the lead.

The Bank offers many opportunities to lead initiatives. You get to work with the entire department you rotate into, with many opportunities for you to connect and improve current procedures in the department. Everyone is also very supportive and looking to help you grow where possible."

-NIKKI HASLETT

Hear What Current and Past Fellows Have to Say



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The program has provided me with a unique opportunity to see the entire organization from multiple different perspectives, learning how all the pieces fit together.

By being able to shape each rotation to fit my strengths, I have made meaningful contributions while continuing to grow and learn. As I enter my third and last rotation, I am excited about the range of opportunities that I have access to because of the program.”

-BRIAN HILYARD



“The Bank’s culture is great.

The peers I work with and the managers involved in the program are all great as well. Everyone is patient with you and allows for freedom of direction in your work. The program is helping me build core skills that are transferable to any role I enter after the program. The program has also taught me how to be a better advocate for myself. Being a part of the Information Technology Services Department events and programs was amazing. The cohorts offer a way to experience the program together, with onboarding buddies from previous cohorts that offer helpful information when you are starting off in the program.”

-ZAHARA MARTINEZ

Participating Departments (Past and Present)

- **AUDIT**
 - **CASH SERVICES**
 - **COMMUNITY DEVELOPMENT
AND REGIONAL OUTREACH**
 - **CONSUMER FINANCE INSTITUTE**
 - **CORPORATE AFFAIRS –
GOVERNMENT RELATIONS**
 - **FACILITIES MANAGEMENT**
- **HUMAN RESOURCES**
 - **INFORMATION TECHNOLOGY
SERVICES**
 - **RESEARCH**
 - **STRATEGY, RISK, AND
FINANCIAL MANAGEMENT**
 - **SUPERVISION, REGULATION,
AND CREDIT**

Recruitment Process

Leadership Fellows Program positions are posted in the winter of each calendar year for the next year's cohort.

The recruitment process includes résumé review, phone screening, interviews, and applicable background checks.

Leadership fellows start together as a cohort, typically in spring or summer.



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