

How to Apply

Applications will be accepted until October 11, 2019. To apply, please submit the following:

- 1. Cover Letter:** Explain your interest in the work and mission of the Office of the Inspector General, commitment to public service and experiences you believe are relevant to the Legal Fellowship Selection Committee.
- 2. Personal Statement (500 words or fewer):** The Office is committed to promoting an inclusive, diverse team that reflects the diversity of the residents of the Commonwealth. The Justice Geraldine S. Hines Diversity Fellowship reflects the Office's priority to recruit, retain and promote attorneys from diverse backgrounds and life experiences. Please submit a Personal Statement that depicts your experiences and explains how they shaped your personal and professional growth. These may include personal characteristics and experiences such as:
 - Ethnic or racial background historically underrepresented in the legal profession;
 - Member of LGBTQ community;
 - Experience managing a disability;
 - Veteran status;
 - Immigrant or refugee background; or
 - Socio-economic background.
- 3. Resume.**
- 4. Law school transcripts.**
- 5. List of three personal or professional references.**

Applications may be submitted via email, mail, or in person to:

Mary Beth Farrelly, Chief Financial Officer
Office of the Inspector General
One Ashburton Place, Room 1311
Boston, MA 02108
IGOFellowship@mass.gov | (617) 727-9140

Selected candidates will be invited for interviews in fall 2019. We expect to extend an offer in December 2019.

The Office will gladly assist applicants in need of accommodations during the application process.

For questions or assistance, please contact us at (617) 727-9140 or IGOFellowship@mass.gov. For additional information, please visit our website at www.mass.gov/ig.

OFFICE OF THE INSPECTOR GENERAL COMMONWEALTH OF MASSACHUSETTS

Mission

The Office of the Inspector General is an independent oversight agency that promotes good government by preventing and detecting the misuse of public funds and public property.

The Office conducts confidential investigations, improves transparency in government, helps government run more effectively, and educates government employees and the public to help government operate efficiently and use public funds appropriately.

Vision

Enhancing public confidence in government, ensuring accountability, and promoting the best interests of the people of the Commonwealth in the use of public funds and property.

Values

- Accountability and Excellence
- Collaboration and Internal Communication
- Confidentiality
- Improvement and Innovation
- Independence and Objectivity
- Integrity and Respect
- Outreach and External Communication



OFFICE OF THE INSPECTOR GENERAL COMMONWEALTH OF MASSACHUSETTS

JUSTICE GERALDINE S. HINES DIVERSITY FELLOWSHIP FOR LAWYERS



GLENN A. CUNHA INSPECTOR GENERAL

ONE ASHBURTON PLACE, ROOM 1311
BOSTON, MA 02108
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WWW.MASS.GOV/IG

A MESSAGE FROM
INSPECTOR GENERAL

GLENN A. CUNHA

I am pleased to announce the creation of two new fellowship programs in the Office of the Inspector General to improve our recruiting of qualified candidates and increase our diversity. In 2019, we welcomed our first Burke Diversity Fellow to our investigative team. We will welcome our first Justice Hines Diversity Fellow in September 2020. Both positions will be two-year appointments.

Our fellowship programs will provide substantive and valuable experience to individuals with strong character and a commitment to public service. The programs are designed to allow Fellows to learn about the wide variety of work our Office performs, with the hope of offering full-time employment at the end of the fellowship.

An important goal of our fellowship programs is to recruit individuals who will contribute to diversity and inclusion in the Office. Diversity comes in many forms and we are looking for candidates whose unique set of experiences, background and skills will contribute to the Office and our engagement with the public. I look forward to the successful initiation of this exciting opportunity.

Sincerely,



Glenn A. Cunha

About the Fellowship

The Justice Geraldine S. Hines Diversity Fellowship for Lawyers offers new lawyers the opportunity to develop legal skills and experience working in an independent state agency that is dedicated to the promotion of good government and responsible stewardship of public assets. The Fellowship reflects the Office's commitment to cultivating a diverse and inclusive workplace.

The Fellowship allows new attorneys to develop core legal skills while assisting with the Office's investigations, audits, reviews, civil recovery actions and training programs. It also provides a broad exposure to state and municipal government and legal work in the public sector.

Over a two-year term, the Fellow will gain an understanding of the work of each of the Office's divisions, getting an authentic experience of work as a government lawyer. The Fellow will become familiar with the full scope of the Office's operations, including investigations, internal administration, policy and legislative initiatives, education and guidance of local officials, and the role of the General Counsel's office.

An attorney mentor will provide guidance and support for the Fellow's professional development while the Fellow learns from the experienced attorneys and staff across the Office.

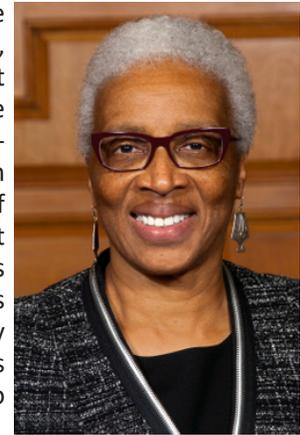
The Fellowship term will run from September 2020 to August 2022.



Hon. Geraldine Hines

Justice Geraldine S. Hines has led a distinguished career as a lawyer and jurist, reflecting her commitment to public service and social justice. She was the first African-American woman to sit on the Supreme Judicial Court and the first to sit on the Massachusetts Appeals Court. Justice Hines began her career as a staff attorney at the Massachusetts Law Reform Institute and later worked for the Roxbury Defenders' Committee.

As a private attorney, she litigated civil rights cases, including employment discrimination and police misconduct claims, and co-founded the first law firm in the region composed of women of color. Throughout her career, Justice Hines has been active in various civic and community organizations. She continues to dedicate herself to mentoring attorneys.



Selection Criteria

The Office is seeking diverse candidates who meet the following criteria:

- Graduated in 2018 or enrolled with an anticipated graduation date in 2019 or spring 2020 from an ABA- or NEASC-accredited law school;
- Completed Massachusetts bar exam no later than July 2020; and
- Committed to complete two-year fellowship term.

Candidates will be evaluated on factors such as:

- Commitment to promoting diversity and inclusion;
- Demonstrated interest in public service;
- Personal and professional accomplishments, including participation in extracurricular activities; and
- Academic record and relevant skills, including research, writing and investigation.