Recruiting

The Fletcher School
Tufts University
Do you have employees who can see across all these disparate entities and effectively communicate with all of them?

One of the largest global pharmaceutical firms faced this challenge when developing a strategy for inclusion of the company’s drug into China’s nationalized drug program. Its solution was to engage a group of Fletcher students to develop a strategy to facilitate the process. The team developed a comprehensive plan to identify and engage all the relevant stakeholders that clearly identified the constituents, their interconnections and channels to reach them.

Since 1933, The Fletcher School has prepared graduates to become global leaders and innovative problem solvers in business, government and nongovernment organizations with strategic cross-sector expertise.

A large multinational human rights organization was struggling with ways to engage NGOs, investment firms, companies and academics to work together to create real-world frameworks for human rights issues in the apparel, Internet and mining sectors. Its solution was to hire a Fletcher student who offered expertise on business, law, policy AND human rights.

Operating effectively in today’s world has never been more complex. Fletcher graduates offer you not only multilingual abilities, but also multidisciplinary abilities to understand and communicate across all the many stakeholders with whom you are engaged. That is the Fletcher advantage.

Who are your stakeholders? Governmental agencies? International suppliers? Intra-organizational divisions? NGOs and interest groups?

THE FLETCHER ADVANTAGE
No area of human endeavor is without divergent—and frequently conflicting—perspectives and dynamics. Emerging markets. Terrorism. Alternative fuels. Women’s rights. Foreign investment. Transitional justice after violence. Fletcher students possess the scholarly, policy and hard-core operational tools that allow them to think through different perspectives, identify the relevant stakeholders and communicate with them, and develop innovative and integrated strategies.

Students at The Fletcher School come from a wide variety of professional backgrounds—business, government, applied research, law, military, NGOs and IGOs. While enrolled at the School, they learn to think beyond their initial fields of strength. Through courses and constant learning from each other, they become specialists at identifying the different perspectives that apply to the same issue. Take emergency relief after a natural disaster. Humanitarians will focus on logistics and rapid delivery. Development specialists will be concerned with efforts undermining local capacities and markets. Business professionals provide input into supporting small-scale local food producers or cooperatives. Negotiation and conflict resolution experts share insight into ensuring that simmering conflicts are not aggravated in the process of developing technical solutions.

Understanding how to deconstruct the complexity of these divergent dynamics is at the core of every Fletcher degree. Fletcher offers six graduate-level programs, ranging from traditional two-year in-residence graduate programs to midcareer programs taught through residency sessions and Internet-mediated collaboration. What all programs share is the common understanding that international relations is complex and ever changing and that professional success depends on the ability to understand and adapt.

THAT IS THE FLETCHER ADVANTAGE.

Informed decisions across multiple disciplines

Students at The Fletcher School come from a wide variety of professional backgrounds—business, government, applied research, law, military, NGOs and IGOs. While enrolled at the School, they learn to think beyond their initial fields of strength. Through courses and constant learning from each other, they become specialists at identifying the different perspectives that apply to the same issue. Take emergency relief after a natural disaster. Humanitarians will focus on logistics and rapid delivery. Development specialists will be concerned with efforts undermining local capacities and markets. Business professionals provide input into supporting small-scale local food producers or cooperatives. Negotiation and conflict resolution experts share insight into ensuring that simmering conflicts are not aggravated in the process of developing technical solutions.

Understanding how to deconstruct the complexity of these divergent dynamics is at the core of every Fletcher degree. Fletcher offers six graduate-level programs, ranging from traditional two-year in-residence graduate programs to midcareer programs taught through residency sessions and Internet-mediated collaboration. What all programs share is the common understanding that international relations is complex and ever changing and that professional success depends on the ability to understand and adapt.

THAT IS THE FLETCHER ADVANTAGE.

OUR DISTINGUISHED DEGREE PROGRAMS:

- Master of Arts in Law and Diplomacy (MALD)
- Master of International Business (MIB)
- Master of Arts (MA)
- Master of Laws in International Law (LLM)
- Global Master of Arts Program (GMAP)
- Master of Arts in Humanitarian Assistance (MAHA)
- Doctor of Philosophy (PhD)
Because our students represent such varied interests and capabilities, we suggest that you contact our Recruiting Manager to match your needs with the most-qualified candidates. We are here to facilitate your recruiting experience and help develop a plan for building visibility for your organization among our students.

+1.617.627.4697 or hirefletcher@tufts.edu

**INFORMATION SESSIONS:**
Fletcher invites organizations with full-time and internship opportunities to our campus for employer information sessions in the fall and spring semesters. Information sessions are generally held during lunchtime or early evening, Monday through Thursday. Our office can provide AV equipment and will assist with any catering/reception needs. Employers hosting off-campus recruiting events are welcome to contact our office for assistance with targeting the appropriate candidates.

**CUSTOMIZED RESUME COLLECTIONS:**
Resume collections are the easiest way for you to assess student interest in your position. Our office will organize customized resume collections based on your specific job or internship criteria. Resume collections are handled electronically unless you specify otherwise. You may request resumes, cover letters, writing samples, transcripts and other related documents.

**ON-CAMPUS INTERVIEWS:**
Many organizations find that with high interest in their positions, on-campus interviews are the most effective way to meet with several candidates in a concentrated period of time. Our office is happy to coordinate on-campus interviews, handling all logistics, space requirements and coordination with selected students.

**RESUME BOOKS:**
In addition to posting your positions, you can also do searches of students via electronic resume books. The search capability allows you to narrow your search to students who have a specific skill set or language ability.
160 Internships in 60 Countries
A sampling of a typical summer for Fletcher internships

NORTH AMERICA
Economic Analyst
International Finance Corporation, Washington, D.C.
Summer Associate
Citigroup Investment Research, New York, N.Y.

LATIN AMERICA
Microfinance Intern
FINCA, Managua, Nicaragua
Business Strategist
State Street Global Advisors, Santiago, Chile

WESTERN EUROPE
Investment Analyst
Organisation for Economic Co-operation and Development, Paris, France
Marketing Intern
Deutsche Bank, Frankfurt, Germany

MIDDLE EAST
Security Program Intern
Search for Common Ground, Jerusalem, Israel
Summer Associate
Mercer Management Consultants, Dubai, United Arab Emirates

AFRICA
Gender-Based Violence Researcher
United Nations Population Fund, Gulu, Uganda
Child Protection Intern
Save the Children, Lira, Uganda

EASTERN EUROPE/CENTRAL ASIA
Public Affairs Intern
US Department of State, Baku, Azerbaijan
Writer and Editor
United Nations Development Programme, Sarajevo, Bosnia and Herzegovina

ASIA
Risk and Performance Analyst
Government of Singapore Investment Corporation, Singapore
Poverty Reduction Consultant
Asian Development Bank, Manila, Philippines

WHERE ARE THEY GOING?
Employment breakdown of a typical graduating class

Private Sector: 27%
Public Sector (including IGOs): 46%
Continuing Education: 10%
Non-Profit Sector: 17%
FLETCHER
AT A GLANCE

**TOTAL GRADUATING STUDENTS BY DEGREE**

<table>
<thead>
<tr>
<th>Degree</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALD</td>
<td>175</td>
</tr>
<tr>
<td>MIB</td>
<td>40</td>
</tr>
<tr>
<td>MA</td>
<td>10</td>
</tr>
<tr>
<td>LLM</td>
<td>25</td>
</tr>
<tr>
<td>GMAP</td>
<td>70</td>
</tr>
<tr>
<td>MAHA</td>
<td>5</td>
</tr>
<tr>
<td>PHD</td>
<td>10</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>335</strong></td>
</tr>
</tbody>
</table>

**TYPICAL CLASS PROFILE**

| Total Students | 335 (See above) |
| Countries Represented | 50 |

**ENROLLMENT**

- 40% Non-US Citizens
- 22% Students of Color (as % of US Citizens)
- 49% Male
- 51% Female

**AGE DISTRIBUTION**

- Average Age: 28 (22–52 Range in Age)