

INVISIBLE CHILDREN

Roadie Application

Details & Instructions

Dear Future Roadies,

For several years now, we have fought for peace and justice in northern Uganda; and our Roadies have been at the forefront all along; advocating for a resolution to Africa's longest running war and inspiring a new generation of activists.

Our Roadies are the lifeblood of Invisible Children. They venture across the world in the sticker-wrapped vans, taking on all the challenges and adventures of life on the road, just to be able to present the newest IC media at hundreds of venues to thousands of people. While some may think it is crazy to do what they do, we admire their reckless commitment - because the people who are crazy enough to think they can change the world are the ones who do.

So here's to the crazy ones. Join us on our 2010 Spring Tour as we continue to advocate for The Rescue and Recovery of Joseph Kony's child soldiers. If the war is over by then and the child soldiers have returned home, we will press on because there will be a lot of work to do in the redevelopment of Uganda.

As you consider this opportunity and work through your application, I know there will be questions upon questions. You will feel excitement coupled with anxiety. This document is designed to give you answers, and you will find out even more about this internship during your interview(s). But if you still have questions after reading through this packet, please do not hesitate to contact us.

My best advice for you, if you decide to apply, is to be yourself. We want you to be sincere and feel confident that we are not looking for you to adhere to some sort of formula. Instead, we want to know what is unique about you, and what qualities only you can bring to our team.

On behalf of the IC staff, I can confidently say that we are so excited to meet our next class of Roadies who will make their mark in history.

Sincerely,

Tiffany Keeseey

HR/ Recruiting Director

Invisible Children, Inc.

About Invisible Children's 2010 Spring Tour

Roadie Details

*** Dates / Logistics**

The dates for the roadie internship are early January – mid May. Before you arrive, you will be assigned to a team and a region, depending upon where the staff sees you as the best fit.

The first five weeks of the internship will be focused on intensive training and booking screenings. While you learn everything you will possibly need to know, you will also be responsible for booking a region of the country / world that you will be traveling to.

In early February, you will hit the road with your three teammates in an official Invisible Children 15-passenger van, in order to host screenings of IC's latest documentary at high schools and universities. At each of these screenings, you will see lives change as you inspire individuals to be a part of this global movement for restoring peace in northern Uganda. You and your teammates will be responsible for planning each day's events, setting up screenings, selling merchandise, managing inventory, handling accounting/ deposits, as well as following up with the supporters and new friends that you meet.

Once Tour ends, you will return to IC Headquarters for debriefing and decompressing, as well as to share your experiences from the road with your new family of fellow roadies and staff.

*** Housing / Transportation / Cost**

During training, housing is provided at the IC Roadie House. While you are on tour, you will stay with contacts within Invisible Children's networks. Invisible Children also covers all transportation costs, aside from your travel to and from IC Headquarters at the beginning and end of the program.

This internship is unpaid. While expenses are minimal, we are asking each person to raise at least \$1500 USD[1] in support for a food stipend. We will provide you with materials to raise support. If you do the work, so will we. We are committed to ensure that you are prepared, mentally and financially, before you hit the road.

With that being said, we don't want anyone to be held back by finances. Committing to be a roadie does involve sacrifice, but money should not determine whether you can or cannot take part in this life-changing adventure. We offer scholarships for this position that can be applied for separately, upon request. Please inquire for an application.

Internship Credit

The roadie program is an incredible opportunity to complement your studies and your work experience; and it may count for internship credit at your college or university. Some may argue that you'll learn more here than in several years of studies. Just don't tell your professors that we said that. Need proof? Go to the "Testimonials" link on our website, and inquire for more details.

Before You Apply

To apply, you must have a high school degree, and be at least 18 years of age. Possession of a driver's license and a clean driving record is preferred. You have the option of applying individually, with one friend, or with three friends (a fully-formed team).

Group Applications

If you apply in groups of two or four, each candidate must fill out a separate application. Please make sure to note on your application who you are applying with. Groups of four should be comprised of two males and two females, and at least two must be eligible to be drivers (meaning: you have had your license for more than 5 years and have a clean record). Pairs and teams will be required to do a group interview, in addition to individual interviews. Furthermore, you will be accepted or not accepted as a group. If your group is turned down, you can be re-considered individually.

Application Deadlines

We will start accepting applications in September 2009. All parts of the application are due by **October 21st, 2009**. This is a rolling application process, so applications that are received early will be considered first and given priority. Interviews will begin in September, and all applicants will be informed of their final status by December 11, 2009. (If you do choose to apply early, we will do our best to notify you prior to the deadline. If you will be out of the country or have a specific deadline for needing to know your status, please note this in your application and we will try to honor these requests.)

Application Instructions

Please go to www.invisiblechildren.com/jobs and follow the link to the job board to apply. We are no longer accepting emailed or paper applications, unless an exception has been made in advance.

When you decide to apply, you will be asked to create an online profile. Your information will be saved, so that you can apply for other positions concurrently or in the future. After you create your profile, you will have to apply for this specific position.

In order for you to prepare your application in advance, we have included a checklist of all the required components below.

Please note: If you have applied here before or have been involved with IC, you may already be in our database system; and thus you may get a message that your login already exists. If a password is not emailed to you, please contact us at jobs@invisiblechildren.com.

Application Checklist

You must submit all of the following to be considered.

1. Answers to the written application questions and personality profile (listed below).
2. Your resume, including your education history and work/volunteer experience.
3. Names and contact information for three references, at least two professional.
4. Names and contact information for your three most recent previous employers.
5. A five minute video (see instructions below).

Written Application Questions:

1. Who are you? Please describe yourself.
2. How did you become familiar with Invisible Children, and what has your previous involvement with Invisible Children been?
3. When did social justice become a priority for you?
4. Explain why you are applying for this position, and what makes you a good fit for this particular position.
5. If you are accepted, what will your personal goals be during your time here?

Personality Profile Questions:

1. Please list two or three of your favorite websites.
2. What is the last book that you read and enjoyed?
3. What is the most recent piece of literature/media/art/music that impacted you?
4. Please list several bands/artists that you are currently listening to.
5. Please list your top three favorite movies.
6. Please list a couple of your hobbies outside of school and/or work.
7. Are you a part of any social networking sites/ do you have any webpages? Please provide the links to these sites.

Video Instructions:

The purpose of this video is for us to see who you are in a creative and personal way, since resumes and written questions alone cannot do you justice. Have fun with this, be yourself, and please don't treat this as a video interview. Again, this is just a chance for us to get to know you better, so do not worry about your filmmaking ability.

*** Requirements:**

Your video must be three to five minutes in length. We stop videos at the 5 minute mark, so short and sweet is the way to go here. You must use the required prompts, as well as three more prompts that you can choose from the six options below.

*** Prompts:**

The required question to answer is: If you could choose to go on the road with any influential person (past or present), who would it be and why?

Please choose three more prompts for your video from the following questions:

1. What excites you? (other than Invisible Children, of course)
2. Where do you spend most of your time? Film yourself there.
3. Who do you spend most of your time with? Introduce us to some of your friends.
4. Act out one of the most exciting or rewarding experiences of your life.
5. Please describe the strangest or most interesting place you have traveled to. Show us pictures or a video from your trip.
6. Which television or movie character do you most identify with and why?

Note: If you post your video on YouTube, please set it to private, but share it with the "ICRoadieApps" account at www.youtube.com/ICRoadieApps.

You can share your private video by following the steps below:

1. Sign into your account.
2. Click the 'Account' link in the upper right.
3. In the 'My Videos' section, click the 'Uploaded Videos' link.
4. Click the 'Edit Video Info' button for the private video you would like to share.
5. Under the 'Broadcast Options' section, check the boxes for the friends with whom you want to share your video.
6. Click the 'Update Video Info' button once you finish.
7. An email will be sent to your friends to view your video.

The videos should not be public until the application process is finished.

If you are wondering what a video should be like, you can check out sample videos from past roadies. Search "Invisible Children Sample Roadie Application" on YouTube.

Questions?

If you have questions or need assistance filling out the application, please contact us at jobs@invisiblechildren.com.

Thank you again. We look forward to receiving your application!

¹ The support amount may vary for individuals assigned to an international tour. Details will be discussed in the interviews.

² Note: We will be viewing your networking pages or web pages in conjunction with your application. If your profile is set to private, please accept our friend request.