Emerging Public Leaders (EPL) is a public service leadership organization that is preparing the next generation of competent and effective public sector leaders in Africa. We invest in the careers of young, aspiring civil servants by providing them with training, mentorship, and professional development support to empower them to become leaders capable of driving long-term, institutional change in government. Through our Public Service Fellowship, we recruit high-achieving, talented university graduates and place them into two-year roles in government, providing an accelerated pathway into a career in public service.

One fundamental belief shapes our work: effective civil service is a necessary condition for good governance and economic development. We aspire to elevate the quality of human capital in the public sector, thereby igniting a positive shift in the public sector in the countries we serve.

EPL expands the model of the President’s Young Professionals Program (PYPP) in Liberia, which has successfully recruited and supported over 140 Fellows, in partnership with the Liberian government, since 2009. In September 2018, EPL began operations in Ghana with an inaugural cohort of 20 Public Service Fellows. We envision the broad adoption of this model to harness the power of youth to support and lead the delivery of government services to the people, accelerate inclusive growth, and spur good governance in Africa.

By 2023, we aim to recruit, place, and train 500 Fellows across five African countries, helping build a catalytic network of reform-minded civil servants with the leadership capacity to drive systemic change in their countries for many years to come.

Why Our Work Matters

Governments face critical human resources gaps that could be filled by high-achieving youth. These young people have the analytical and project management skills and motivation to support government service delivery. However, they lack access to civil service positions where their talent is needed and face barriers such as few incentives, low wages, and poor management and support structures. Highly-qualified individuals tend to pursue careers in the private sector or other countries, disadvantaging their home country’s governmental sector. Moreover, African civil services do not accurately represent their country’s population, due to wide age and gender gaps between current leaders and the majority of the population.

What We Provide

Our one-of-a-kind fellowship program creates a meritocratic pathway into the civil service for high-performing young leaders interested in a career in civil service, who successfully pass the rigorous application process. This involves two rounds of assessment, including individual and group interviews, as well as technical skills tests. Our meticulous placement process harmonizes Fellows’ interests and qualifications with the need of ministries requesting EPL Fellows.

We provide the necessary support systems and open opportunities to aspiring young leaders. Our model equips Public Service Fellows with responsive training, mentoring, and supervisory support so they can acquire crucial tools and networks.
Fellows Continue to Rise in Civil Service Roles

Building on the success of PYPP, as of 2018, the Public Service Fellowship program has placed nine classes of 160 Fellows in Liberia and Ghana in government positions. Ciata and Dedo’s experiences show the opportunities our fellowship unlocks for careers in civil service.

**CIATA A. STEVENS** is a driven civil servant committed to a lifelong career in foreign service and diplomacy. She joined our Fellowship program in Liberia in 2012 while interning for the Liberian Ministry of State for Presidential Affairs. During her Fellowship, Ciata was selected as a UN Foundation Fellow, serving as the Special Assistant to Liberia’s Ambassador to the United Nations on the Post 2015 Development Agenda. Shortly after, Ciata completed a Master of Arts in Human Rights, Gender, and Conflict Studies at the International Institute of Social Studies of Erasmus University in the Netherlands. She currently works as the Special Assistant to the Minister of Foreign Affairs in Liberia.

**DEDO DOKU** is an inaugural member of our Public Service Fellowship Program in Ghana. In 2016, she graduated from Wellesley College with a B.A. in Political Science. While at Wellesley, she was a Program Intern for a year-long political campaign practicum at the Harvard Kennedy School’s Women and Public Policy Program. After returning to Ghana, Dedo realized that a career in public service would allow her to utilize her skills and interests to shape Ghana’s growth and economic development for future generations. She is currently at the Ministry of Finance working within the Office of the Minister.

**ACHIEVING IMPACT AT SCALE**

**BY 2023,** EPL aims to have launched its Public Service Fellowship programs in three new countries across Africa.

<table>
<thead>
<tr>
<th>Year</th>
<th>Liberian + Ghanaian Fellows</th>
<th>Ivorian Fellows</th>
<th>Future Fellows</th>
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<tr>
<td>2018</td>
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<tr>
<td>2023</td>
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We are looking to engage with governments, international foundations, and philanthropists interested in developing Africa’s next generation of leaders.

If you’d like to get involved, connect with us at info@emergingpublicleaders.org.

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