Opportunity Title: The Strategic Tracking and Reporting Tool (START) Software Team - Organizational Change Fellowship
Opportunity Reference Code: NIH-DPCPSI-DO-START-2026

Organization National Institutes of Health (NIH)

Reference Code NIH-DPCPSI-DO-START-2026

How to Apply Click on *Apply* below to start your application.

Description The National Institutes of Health (NIH), Division of Program Coordination, Planning, and Strategic Initiatives (DPCPSI) is offering fellowships at the Director's Office (DO).

The Strategic Tracking and Reporting Tool (START) is a digital platform designed to enhance NIH's ability to collect and report on administrative activities. START streamlines the collection, tracking, and organization of information to inform progress on key goals and objectives across the agency. START ensures that the information is easily understandable and accessible, facilitating effective sharing with partners both inside and outside NIH. In doing so, START supports NIH's goal to exemplify and promote the highest standards of scientific integrity, public accountability, and social responsibility in the conduct of science.

What will I be doing?

As an Oak Ridge Institute for Science and Education (ORISE) participant, you will join a community of scientists and researchers in an effort to apply organizational and continuous learning principles to support the growth and adoption of START across the NIH enterprise. As a member of the Operations and Strategy group, you will be introduced to concepts related to technology innovation, federal policy implementation, program evaluation, organizational strategy, communications, leadership, workforce planning, and collaboration across NIH while deepening your understanding of how large federal initiatives are advanced and sustained.

Why should I apply?

Under the guidance of a mentor, you will gain hands-on experience in Team management and scaling in a federal agency, with a focus on applying technological tools to achieve organizational change for federal data management and sharing practices. Skills learned during this fellowship experience will translate to roles on leadership teams across private and public organizations. Along the way, you will engage in activities and research in several areas. These include, but are not limited to,

- Explore how technology supports innovation, transparency, and efficiency.
- Learn how enterprise-wide knowledge management systems are adopted and sustained.
- Gain insight into federal program evaluation and continuous improvement.
- Explore leadership, collaboration, and organizational effectiveness practices.
- Strengthen your understanding of strategic planning and priority setting.
- Learn approaches for effective communication and stakeholder engagement.
- Build connections with NIH leaders, experts, and collaborators.
- Gain exposure to organizational sustainability and long-term planning.
- Explore workforce development and talent cultivation strategies.
- Learn how partnerships advance shared organizational goals.
- Apply continuous learning principles to data management and sharing practices.

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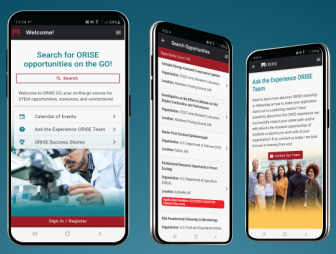

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Where will I be located?

Bethesda, Maryland - In-person, Hybrid, or Remote

What provisions will I receive?

You will receive a monthly stipend to be determined by NIH. Stipends are typically based on a participant's academic standing, discipline, experience, and research facility location. Other provisions may include the following:

- Health Insurance Supplement (*with the enrollment of health insurance through ORISE)*
- Travel Expense Allowance
- Training and Research Allowance

What is the length of the appointment?

Appointments are initially for one year with the option to extend the appointment for up to four additional years, contingent upon project needs and funding availability.

When are selections made?

Applications will be reviewed on a rolling-basis until February 28, 2027, and fellowships will be filled as qualified candidates are identified. Exact start dates will be determined at the time of selection.
Applications received by January 20th, 2027 will receive priority consideration.

What is the Nature of the Appointment?

This program, administered by ORAU through its contract with the U.S. Department of Energy (DOE) to manage the Oak Ridge Institute for Science and Education (ORISE), was established through an interagency agreement between DOE and the National Institutes of Health (NIH). Participants do not become employees of NIH, DOE, ORISE, nor ORAU, and there are no employment-related benefits. Additional information about research happening at NIH can be found at: NIH Participation Programs

Qualifications

The qualified candidate will have completed received a master's or doctoral degree in any of the disciplines listed in the opportunity's Eligibility criteria.. The degree must have been received within the last five years of the appointment start date. Current graduate students who are nearing degree completion may apply but must have completed their degrees by the start of the fellowship.

Citizenship Requirements

This opportunity is available to U.S. citizens, Lawful Permanent Residents (LPR), and foreign nationals. Non-U.S. citizen applicants should refer to the Guidelines for Non-U.S. Citizens Details page for information about the valid immigration statuses that are acceptable for program participation.

Application Requirements

A complete application consists of:

- Zintellect Profile

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- Educational and Employment History
- Essay Questions (goals, experiences, and skills relevant to the opportunity)
- Resume (PDF) including academic history, employment history, relevant experiences, and publication list
- Transcript(s)/Academic Records – Please upload a copy of a transcript for your current or most recent degree program that meets the disciplinary qualifications of the opportunity. The transcript or academic record must include the name of the academic institution, name of the student, courses completed/in progress, grades and degree expected/awarded. A copy of your official transcript and/or letter showing proof of your degree may be required prior to starting the appointment. All transcripts must be in English or include an official English translation. Click here for detailed information about acceptable transcripts.
- One Recommendation - Applicants are required to provide contact information for at least one recommendation in order to submit the application, but two - three recommendations are preferred. Recommendations should be from professionals who can speak to your abilities and potential for success, as well as your scientific capabilities and personal characteristics. Recommendation requests must be sent through the Zintellect application system. Recommenders will be asked to complete a recommendation in Zintellect. Recommendations submitted via email will not be accepted. Recommendations must be submitted before your application can be reviewed.

All documents submitted must be in English or include an official English translation. All social security numbers, student identification numbers, and/or dates of birth should be removed (blanked out or blackened out, made illegible, etc.) prior to uploading into the application system.

If you have questions, contact us at NIHprograms@orau.org. Please include the reference code NIH-DPCPSI-START-2026 for this opportunity in your email. Please understand that ORISE does not review applications or select applicants; selections are made by the sponsoring agency identified on this opportunity. All application materials should be submitted via the “Apply” button at the bottom of this opportunity listing. Please do not send application materials to the email address above.

Connect with ORISE...on the GO! Download the new ORISE GO mobile app in the Apple App Store or Google Play Store to help you stay engaged, connected, and informed during your ORISE experience and beyond!

Stipend $75,000.00 – $88,000.00 Yearly

Point of Contact Alecia

Eligibility Requirements

- **Degree:** Master's Degree or Doctoral Degree received within the last 60 months or currently pursuing.
- **Discipline(s):**
  - **Business** (11 👁)
  - **Chemistry and Materials Sciences** (12 👁)
  - **Communications and Graphics Design** (6 👁)
  - **Computer, Information, and Data Sciences** (17 👁)
  - **Life Health and Medical Sciences** (51 👁)

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- **Social and Behavioral Sciences** (30 👁)
- **Age:** Must be 18 years of age

Affirmation I affirm that I have received my master's or doctoral degree within the last five years or am currently pursuing. If currently pursuing, I understand that my degree must be received before the appointment start date.