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# Excelsior Service Fellowship Program

A Paid Two-year Fellowship Offering Unmatched Training  
and Experience in New York State Government



Department of  
Civil Service



**THE NEW YORK STATE EXCELSIOR SERVICE FELLOWSHIP PROGRAM** is a paid two-year fellowship offering talented recent graduate, law, and advanced degree program graduates unmatched training and experience in New York State government.

Excelsior Fellows work full time at host executive-branch agencies and authorities, advancing the operational and legal aspects of important policy initiatives. Fellows will also participate in a Professional Development program focusing on leadership development and the fundamentals of New York State government.

After completing the Excelsior Service Fellowship Program, exceptional fellows may continue to serve New York State. More than 60% of prior classes of Excelsior Fellows were offered permanent positions with the State post-fellowship.

## Fellowship Placements

Candidates are encouraged to note their areas of interest and any preferred placement agencies; however final placements will be dictated by budget and the needs of state government. Law school graduates will be placed in legal assignments unless they expressly request otherwise. While some opportunities exist in New York City and elsewhere in the state, most agency placements are located in Albany.

### Sample placements include:

- NYS Executive Chamber
- Department of Environmental Conservation
- Empire State Development
- Office of Children & Family Services
- Department of Health



## Salary & Benefits

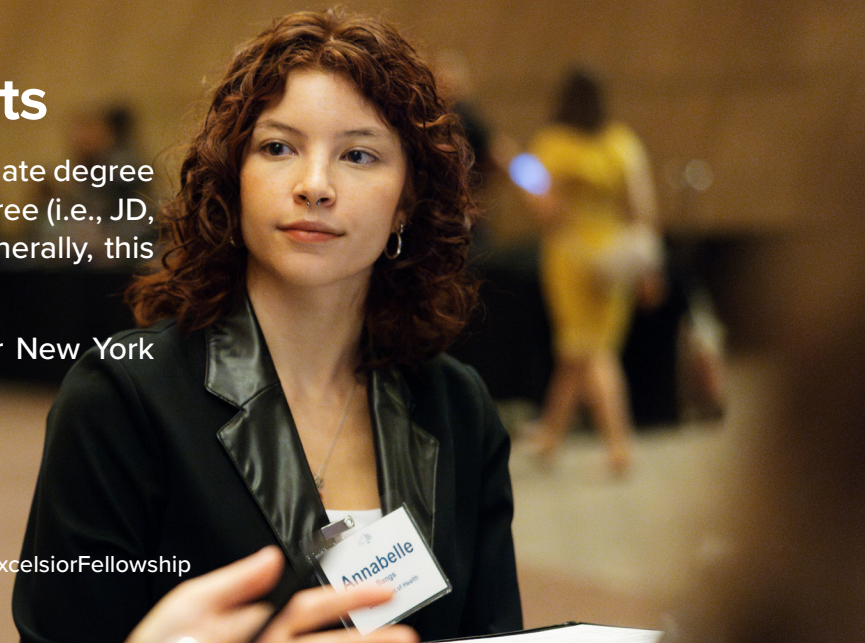
### Fellows' salaries are based on academic degree and years of work experience after college:

- Fellows with a master's degree and less than three years of full-time, post-collegiate work experience are paid \$70,000 annually;
- Fellows with a master's degree and three or more years of full-time, post-collegiate work experience are paid \$75,000 annually;
- Fellows with a PhD or JD degree are paid \$80,000 annually (only applicable to JD graduates pursuing a legal fellowship placement)

## Program Requirements

Candidates must have earned their graduate degree (i.e., MPA, MA, MBA) or an advanced degree (i.e., JD, PhD) in the 2024-25 academic year. Generally, this means August 2024–May/June 2025.

Candidates must be eligible to work for New York State without employer sponsorship.



# Application Process

Applications and nominations for the 2025 New York State Excelsior Service Fellowship Program will be administered by participating partner schools.

**Interested applicants should submit the following materials to their school's designated contact:** resumé, transcript, personal statement, and two references.

The personal statement should outline the candidate's interest in the Excelsior Service Fellowship and their commitment to public service (no more than 750 words). Letters of recommendation will be accepted in lieu of references, if desired.

**Partner schools will forward their nominations to the Department of Civil Service no later than March 1, 2025.** Nominees will be interviewed for placement by the Department of Civil Service, and will be matched with a placement at a State Agency or Authority. Fellows who are matched will be notified of their final acceptance by the second week of May (dates subject to change). The Fellowship program will commence in September.

All Excelsior Fellows must submit to a background investigation conducted by the New York State Police and the Center for Recruitment and Public Service. Fellowship appointment is contingent upon this background check.



NEW YORK STATE IS AN EQUAL OPPORTUNITY EMPLOYER



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[ny.gov/ExcelsiorFellowship](https://ny.gov/ExcelsiorFellowship)