



# GLOBAL TALENT



A WORLDFULL OF  
new **opportunities**  
FOR YOUR STARTUP



Powered by



# OUR SERVICE

In a globally connected society in an ever more complex economic and social context, fast growth, timely reactions to new market developments and potentials, as well as quick access to talents become a crucial factor for the business success of Startups. These conditions call for new possibilities to get access to talents with the needed study backgrounds. Our solution: Global Talent Up!, powered by AIESEC.

” AIESEC is making an important contribution in getting international talents excited about your company.

STEFAN H. LAUER  
PART OF THE EXECUTIVE BOARD AND LABOR DIRECTOR  
(2000-2013), DEUTSCHE LUFTHANSA AG

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With Global Talent Up! we offer a Growth Solution to your Startup: On the one hand, our marketing interns can analyze international markets in a cost efficient way for you. On the other hand, our IT interns can support your growth in the short or in the long run as product developers or administrators.

Through our Global Talent Up! Program, AIESEC enables your Startup to access our pool of high potentials from more than 120 countries and moreover especially quick access to our special partner countries within the European union. We make a preselection of applicants for your open positions and present our choice to you for your final decision. We support the Visa and working permit process, and help the intern in obtaining insurance and other authority visits.

This way, we contribute to the success of your Startup in the national and international competition.

## FLEXIBLE HR-SOLUTIONS

Our partners appreciate to have the uncomplicated opportunity to benefit from the knowledge and skills of an international intern for a limited amount of time. With our attractive short-term internships, you can test our program without a big financial risk.

## UNDERSTANDING INTERNATIONAL MARKETS

International interns offer you a better understanding of the markets and the culture in your desired countries. Many of our partners use Asian, South American or Eastern European interns for marketing and business development.

## our fields of competency



MARKETING



IT

In the fields of marketing and IT we can offer you a large pool of students and recent graduates. Apart from functional knowledge, we select our candidates based on competencies in entrepreneurship, global mindset, emotional intelligence, social responsibility and proactivity. We focus on Candidates that blend in easily in new working environments and that actively shape their surroundings.

# THE PRODUCT IN DETAIL

SHORT-TERM  
INTERNSHIPS OF UP TO  
THREE MONTHS

OPTIONAL  
PROLONGATION OF  
INTERNSHIP PERIOD  
DEPENDING ON INTERN

FAST SUPPLY OF  
TALENTS FROM PARTNER  
COUNTRIES

## our service

### For You

- » Consultancy in filling in the job description form
- » Targeted promotion to fitting candidates within our database
- » Screening of applications and preselection of candidates

### For Your Interns

- » Support in visa and working permit application
- » Pick up from the Airport, support in search for accommodation
- » Support for visits to the authorities, buying first tickets for public transportation, opening bank account, etc.
- » Cultural and social integration

## your benefits

### your commitment

- » Filling in our job description form
- » Timely decision for one of the candidates after preselection
- » Appropriate salary, for short term internships 450€ per month; minimum wage applies for longer internships
- » Fee of 400€ per intern for short term interns; payment due after the internship
- » In case of prolongation of the internship new conditions apply for salary and fee
- » Integration of intern into your Startup, regular check ins with the intern to assess his/her performance.

+ EASY ACCESS TO HIGHLY MOTIVATED AND ENGAGED TALENTS

- + ESTABLISH A INTERCULTURAL ATMOSPHERE IN YOUR STARTUP
- + A COST EFFECTIVE WAY TO ENGAGE SPECIFIC TALENTS
- + BIG VARIETY OF PROGRAMMING LANGUAGES AND IT KNOW-HOW FROM ALL OVER THE GLOBE

+ YOUNG TALENTS WITH EXPERIENCE IN TEAM AND PROJECT MANAGEMENT

# THE PROCESS

## JOB DESCRIPTION AND COMPETENCY PROFILE

We provide you with an overview of the process and answer all your questions.  
You complete the competency profile and the job description and sign our terms and conditions.

## PRE-SELECTION OF APPLICANTS

We search for and pre-select the three to five best applicants

## PRESENTATION OF CANDIDATES

After two to three weeks we present to you the preselected candidates, including their application documents.

## TELEPHONE-INTERVIEWS

Within the next week you interview your selected candidates and pick the most suitable one.

## SELECTION

You confirm your choice and discuss the best starting date with the candidate.  
You inform AIESEC about the intern of your choice.

## FORMALITIES

We take care of the immigration process. The working permit and visa process can take between four and eight weeks. This process is sped up if the intern comes from the EU.

## APARTMENT SEARCH

We take care of finding an apartment or room for the intern before the arrival in Germany.

## START OF INTERNSHIP

We pick up the intern from the airport or train station and ensure that he/she finds his/her way on the first day of the internship.

## ALL-ROUND SERVICE AFTER ARRIVAL

We support the intern in visits to the authorities, opening a bank account and buying the first ticket for public transportation.

## CULTURAL AND RECREATIONAL ACTIVITIES

During the internship we encourage the intern to join the activities of our local committee.  
Some of these activities for interns are partly funded by the Foreign Office, for example a trip to Berlin or a visit to a soccer game.

## END OF INTERNSHIP

At the end of the internship we evaluate the cooperation together with you.  
If the cooperation has been satisfactory, we are more than happy to find the next intern or more interns for your Startup.



INDIA BRAZIL POLAND SERBIA EGYPT



**G**lobal Talent Up! gives you access to international talents for your company. The interns connect technical competence with being a team player by having some practical experience or having been engaged with AIESEC before. Our interns add new perspectives and experiences to the development, administration and sales of your products. With our Interns, you can speed up processes and simplify the communication with international partners. We offer interns for the following areas.

#### SOFTWARE DEVELOPMENT

Programming of software  
Development of web applications

#### WEB DEVELOPMENT AND ADMINISTRATION

Development and programming  
Administration and servicing  
Web design



BRAZIL USA INDIA MEXICO CHINA



**W**ho knows the market better than the local marketing students? With Global Talent Up! you can test international markets without entering a high financial risk and thus expand in many growth markets all around the world. Our interns have drive, show initiative and like to take responsibility. We offer you interns in the following areas:

#### MARKET ANALYSIS

#### MARKET RESEARCH

#### PRODUCT POSITIONING

#### ADVERTISING

### AIESEC AND WINDELN.DE

„By using my understanding on Chinese behaviour while making the most use of online marketing to the potential customer group, along with the total freedom and full support from the company, I made windeln.de possible to be the leader on the Chinese market within one year“

Faith Xu, windeln.de



## AIESEC AND EXPERTEER GMBH

„Paul started as an intern for the software department supporting Experteer to evolve its B2B product portfolio. From the very beginning he was working on complex projects, where his tasks comprised things like database and software design, implementing backend as well as frontend, deployment and finally monitoring - hence the full software development cycle. In all of these projects Paul proved his ability to learn and adopt quickly. So we did not have to think twice, when we had the opportunity to hire him as a full-time developer.“

Thomas Nitsche, Director of Engineering, Experteer GmbH



[ AIESEC in  
Mannheim ]



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TALENT

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