



OVERVIEW

HOPE International is a globally-recognized international microfinance ministry, with operations in over a dozen countries, which collectively serve over 200,000 microentrepreneurs. HOPE focuses on integrating an intentional, effective witness for Jesus Christ while striving for excellence in the microfinance services it provides to the poor in the hard places.

HOPE International's Grow Internship Program is designed for students seeking to develop spiritually and professionally. Interns at HOPE enjoy the benefits of a challenging and meaningful business internship while working in a spiritually nurturing environment. HOPE's interns experience ***spiritual formation, professional enrichment*** and ***significant involvement***.

◆ SPIRITUAL FORMATION

HOPE is committed to ***discipleship***. All interns read through several selected books together and dialogue with other interns and HOPE staff about what they are learning. HOPE's interns are challenged daily with the pressing needs of the global poor and discuss what it means to respond to those issues as members of the Body of Christ.

Interns benefit from ***mentoring relationships*** as they work alongside supervisors who invest in challenging and counseling interns during the entire internship process. The internship coordinator provides support to interns before, throughout and following the internship program.

Lateral learning is central to the program. All interns are encouraged to build relationships and share experiences with other interns and with members of the HOPE team.

◆ PROFESSIONAL ENRICHMENT

Interns at HOPE are integrated into a professional environment and have varied opportunities to develop real ***business experience***. HOPE is a strong and efficient non-profit; ranked by Charity Navigator in the top 15% of all non-profit organizations nationwide.

Technical training is a key component to HOPE internships. Interns use and develop proficiency in business software and management information systems including Microsoft Office Suite, QuickBooks, MicroFin, and Loan Performer. Throughout the program, interns have the opportunity to participate in educational seminars. HOPE interns sharpen their finance, accounting, systems and project management skills while working for an organization committed to meeting the physical and spiritual needs of the poor worldwide.

◆ SIGNIFANT INVOLVEMENT

All interns are ***valued members*** of the team. HOPE interns aren't lost in the crowd. Each intern is fully incorporated into HOPE's team, always included in staff and departmental meetings, staff devotions and interviews.

All interns are tasked with ***challenging and meaningful projects*** and weekly responsibilities which give interns a taste of careers in this sector.

HOPE interns are given the freedom and responsibility to directly further HOPE's work with the very poor in the hard places by working on small teams, which enables them to make ***lasting contributions*** to the organization.

DETAILS

Eligibility

Undergraduate students who have completed at least their junior year (or recently graduated) by the start of the internship and graduate students are eligible to apply.

Application

Applications should include: Internship Application | Resume | Cover letter | One-page essay: As a follower of Christ, how do you believe you are called to respond to the crisis of global poverty? | Letter of reference (preferably from a professor, pastor, or supervisor)

Application and supporting documents should be submitted in one email to Laura Grovatt, Human Resources Generalist: intern@hopeinternational.org. If necessary, recommendations can be emailed separately.

Key Dates

Term	Applications Accepted	Application Deadline		Final Decision		Training Conference	Start Date
		<i>Expatriate</i>	<i>Domestic</i>	<i>Expatriate</i>	<i>Domestic</i>		
<i>Summer 2010</i>	Dec. 31	Feb. 25	Mar. 1	Mar. 25	Mar. 25	May 20-21	May 26
<i>Fall 2010</i>	May 31	July 1	Aug. 5	July 31	Aug. 15	N/A	Sep. 7
<i>Spring 2010</i>	Aug. 31	Oct. 26	Nov. 9	Nov. 15	Nov. 25	N/A	Jan. 11

Interviews

All applicants are notified of reception of their application within three business days of submission. Individuals being considered for a position are given the opportunity to have a preliminary phone interview. Supplementary phone interviews may take place at the discretion of the position's supervisor.

Housing

HOPE International assists hired interns in securing housing and covers the expense of rent.

Wages

All HOPE International internships are unpaid. Interns are 100% responsible for all travel and living (aside from housing) expenses incurred during their HOPE internship. Interns are responsible for providing their own health insurance. HOPE provides all hired interns with resources and assistance in raising monetary support if necessary.

Early Decision

Applicants **requiring** an earlier decision date should state such in their application. Although HOPE will try to grant these requests, the candidate will be competing against an unknown candidate pool, which lessens the likelihood of a favorable decision.

Training Conference

Hired interns convene in Lancaster for a two-day training conference prior to the start date. During this time, interns meet with HOPE's founder, president, and the rest of the HOPE Team. The training conference features various seminars on topics such as: Christ-centered Microenterprise Development, The Biblical Theology of Holistic Ministry, The Poor and Their Money, etc.

Work Schedule

Full-time Interns working in Lancaster work 32-hour weeks (8:00-5:00pm with an hour for lunch) and are given Friday off. Because HOPE interns in Lancaster work a shortened week, there may be opportunities for interns to seek weekend employment to help cover expenses. **Work schedules vary** for interns based overseas. Internships with HOPE should span a minimum of ten weeks and can be extended up to a total of nine months per the acceptance of the intern's supervisor.