**Provisions of the “Internships in IT startups in USA” program of the Shakhmardan Yessenov Science and Education Foundation**

1. **General provisions**
   1. “Internships in IT startups in USA” program (hereinafter – the Program) of the Shakhmardan Yessenov Science and Education Foundation (hereinafter – the Foundation) is designed to promote the academic, scientific, and social activities of Information Technology students, develop the professional skills of IT students and specialists, and support Kazakhstan’s startups.
   2. The Program’s main objective is to contribute to the advancement of information technologies in the Republic of Kazakhstan, through the support of the brightest talents and the development of their progressive competencies.
   3. In these Provisions, the term “sponsorship” means a monetary grant in the amount defined individually for each Program participant and paid to each Program participant in Kazakhstani tenge for a period not exceeding six (6) months. The sponsorship covers a round-trip ticket, accommodation, daily meals, and visa. A maximum of five (5) winners are selected annually amongst the competitors.
   4. The winners are selected in an open competition held once a year.
2. **Requirements for the Program participants**
   1. In order to take part in the Program, one has to be a citizen of the Republic of Kazakhstan (over 18), a masters’ degree student majoring in an IT-related field or a practicing specialists with an IT-related degree.
   2. Candidates have to demonstrate a high intellectual capacity, have a wide range of professional skills, and be result-oriented, determined and adaptable.
   3. A candidate has to demonstrate his/her active professional, scientific, and social activities (supported by relevant documentation) , and the conformity of his/her professional skills with the following requirements:

By category:

* **Front end developer (or full stack)**

Required knowledge: CSS, Javascript. Knowledge in any of the major backend languages.

* **Back end developer (or full stack)**

Required knowledge: proficiency in one or more of the following languages/technologies: Python, Php, C#, Java, Ruby, NodeJS.

* **System level programmer**

Required knowledge: C/C++, WinAPI/Linux kernel. 2+ years work experience.

* **Data scientist**

Required knowledge: Python, MATLAB/Octave/R. Strong math background - MS (PhD preferred) in CS or other tech discipline. Knowledge of machine learning frameworks.

* **Mobile developer**

Required knowledge: Objective-C/Java/C#, Cocoa/Unity, SQL/SQLite, Android/iOS development.

Having complete products is strongly preferred.

* **Database engineer**

Required knowledge: SQL and NoSQL (Oracle/MongoDB), Distributed computing (Hadoop).

General requirements:

* Upper intermediate English (7.0 IELTS or 100 TOEFL ibt or any other proof of language proficiency;
* Knowledge of source control (git/svn/…), command line/ssh, testing, developer methodologies (Agile/spiral/…), cloud familiarity (AWS/Azure/...);
* 1+ years of work experience;
* Bachelor of Sciences in CS or other tech discipline (math, physics, and engineering) is a plus.

1. **Sponsorship allocation procedure**
   1. Sponsorship is allocated to a maximum of five (5) winners amongst the best candidates, who have successfully mastered the skills listed in 2.3. The winners are also selected according to the following criteria:
2. High intellectual capacity;
3. Active contribution to scientific and technical conferences;
4. Active involvement in public life;
5. Eagerness to continually develop their professional skills.
   1. To conduct the competition, an Expert Council is formed, which selects participants according to the results of the two rounds of competition (described below). The decision of the Expert Council is submitted to the Board of Trustees for review.
   2. The decision of the Board of Trustees is approved by the Foundation in the form of an officially certified list of Program winners.
   3. To participate in this Program’s competition, the following documents are required from applicants:

* Filled out application form;
* CV;
* ID scan;
* Motivation letter;
* References;
* Detailed portfolio demonstrating achievements in the IT field;
* Certificates of completion from any supplementary courses.
  1. Candidates must submit their set of documents in the period from **September 17th to October 21st, 2018**. The start of the application process is announced on the Foundation’s website [yessenovfoundation.org](http://yessenovfoundation.org/) and social media.
  2. The submission of the application form means that the candidate shares the objectives of the Program and confirms his/her acceptance of and readiness to comply with the conditions of the competition described herein.
  3. All applications must be sent to the Foundation’s email address [info@yessenovfoundation.org](mailto:info@yessenovfoundation.org).
  4. All applications are registered by an employee of the Foundation, and each candidate is assigned an individual registration number. Upon verification of completeness and conformity of a candidate’s application with formal criteria, a decision is taken on a candidate’s admission or non-admission to the competition. A candidate is notified of his/her admission or non-admission to the competition only at the email address specified in his/her application. Russian is the working language of the Program.

1. **Competition stages**
   1. The competition consists of two (2) round, the strongest applicants are selected at the end of each round.
   2. The first round is held from **October 22nd to November 5th, 2018**:

All applications received within the deadline are reviewed and evaluated by Foundation’s employees and independent experts on the following criteria:

* Knowledge of programming languages;
* Programming experience;
* High intellectual capacity (including extensive knowledge of the specified area of expertise);
* English language proficiency;
* Active involvement in public life;
* Volunteering experience,
* etc.

The results of the first round are communicated to the candidates by email. The list of successful candidates is also posted on the Foundation’s website. At the end of the first round, twenty (20) candidates are selected for the second round.

* 1. The second round is held from **November 6th to November 26th, 2018**.

The second-round participants are invited to a face-to-face or online interview with the Expert Council. During the interview, independent experts and psychologists will be evaluating the following personal qualities of each applicant, on a five-point scale:

* Professional skills;
* Learnability, the ability to quickly perceive and analyze new information;
* Adjustability to new environments and the capacity to find creative solutions;
* Communication skills;
* The ability to clearly and substantially set goals;
* Patriotism;
* etc.

Representatives of Silicon Valley startups might be involved in the second-round interview process.

Five (5) winners are selected at the end of the second round.

* 1. The competition’s winners list is posted on the Foundation’s website.

1. **Sponsorship payment procedure**
   1. At the end of the competitive selection, the Foundation assists the winners in their search for potentially successful startups in the Silicon Valley. Should a startup express interest in a Program winner, the Foundation guarantees the provision of legal support in the conclusion of a contract between the winner and the startup. Under the terms of this contract, it is agreed that the winner will undertake an internship at the startup, in the USA, for a period of six months; with his/her remuneration being provided by the startup in the form of the startup’s shares (options).
   2. If a Program winner receives an invitation to participate in a startup, a Sponsorship Agreement is concluded by and between the Foundation and the Program winner. The sponsorship will be covering the winner’s accommodation and subsistence for six months, a work visa, and a round trip ticket to the USA (Kazakhstan-USA-Kazakhstan). Additional arrangements may be agreed upon by the winner and the Foundation, and added into the Sponsorship Agreement.
   3. The Foundation has the right, under an additional agreement, to provide other privileges, including online training, participation in conferences, business meetings, etc.