**PROVISIONS OF THE "INTERNSHIPS IN IT STARTUPS IN USA" PROGRAM**

**OF THE SHAKHMARDAN YESSENOV SCIENCE AND EDUCATION FOUNDATION**

**I GENERAL PROVISIONS**

* 1. "Internships in IT startups in USA" Program annually provides 5 (five) grants for a six-months internship at Silicon Valley’s promising IT startups.
	2. This Program is aimed at acquiring international experience and implementing new competencies in Kazakhstan’s IT field.
	3. The Foundation’s contribution to Kazakhstan’s IT field is executed through the professional development of the students and specialists of this field.
	4. Program winners are selected in an open competition held at least once a year.

**II REQUIREMENTS FOR THE PARTICIPANTS**

* 1. Program participants may be citizens of the Republic of Kazakhstan (over 18), Master’s degree students and practicing IT specialists.
	2. When determining the winner, the following qualities will be taken into consideration:
* high intellectual capacity;
* active contribution to scientific and technical conferences;
* active involvement in public life;
* wide range of professional skills;
* eagerness to continually develop one's professional skills;
* results-orientation.
	1. A candidate has to demonstrate and support by relevant documentation his/her active professional, scientific and social activities, and the conformity of his/her professional skills with the following requirements (by categories):

**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 of 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:**

1. English level "Upper intermediate", confirmed by:
	* IELTS certificate - minimum 6.0;
	* TOEFL iBT certificate - minimum 80;
	* studying in English;
	* living in an English-speaking country.
2. 1+ years of work experience in the IT field;
3. Knowledge of source control (git/svn/...), command line/ssh, testing, developer methodologies (Agile/spiral/…), cloud familiarity (AWS/Azure/...);
4. Bachelor of Sciences in CS or other tech discipline (math, physics, engineering etc.)
	1. To participate in this competition the applicant has to:
5. Fill in an online application form on the Foundation's website - yessenovfoundation.org
6. Attach to the application form:

Mandatory documents:

* ID scan;
* Motivation letter;
* Curriculum Vitae.

Additional documents:

* Certificates in the IT field - no more than 6 documents\*;
* Portfolio (achievements in the IT field) - no more than 1 document;
* References - no more than 1 document;
* Certificates for science-related activities - no more than 3 documents\*;
* Certificates for public life engagement /volunteering - no more than 2 documents\*;
* Diploma (from the latest place of education) - no more than 1 document.

*\*The Foundation considers a limited number of certificates. A candidate has to independently select certificates, which best reflect his/her achievements.*

* 1. Applications are accepted on the Foundation's website **from** **September 16th to October 20th, 2019.**
	2. By submitting an application form on the Foundation's website, the candidate confirms his/her acceptance of and readiness to fully comply with the conditions of the competition.

**III IMPLEMENTATION OF THE PROGRAM:**

* 1. The Program is long-term and is implemented in several stages:

First stage – competitive selection of the Program winners;

Second stage – preparation for the internship:

* winners will be independently searching for Silicon Valley startups in which they will potentially intern;
* winners are independently looking for accommodation in the USA and going through the visa application process.

At this stage the Foundation accompanies and advises the Program winners;

Third stage – the internship.

* 1. To conduct the competition, an Expert Council, which selects participants, is formed. 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. Applications are accepted in Kazakh, Russian and English. Russian is the working language of the program.

**IV COMPETITION STAGES**

* 1. The competition consists of 3 (three) rounds, and the strongest applicants are selected at the end of each round.
	2. First round – applications evaluation.

Applications received within the deadline are reviewed and evaluated by Foundation's employees and independent experts in the period from **October 21st to November 4th, 2019**.:

Applications are evaluated in accordance with 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 the candidates who have been selected for the second round is also posted on the Foundation's website.

**At the end of the first round, no more than 20 candidates are selected.**

* 1. Second round – interviews.

Online interviews with the Expert Council will be held from **November 5th to November 25th, 2019.**

During the interviews, independent experts will be evaluating the following competences:

* professional skills;
* learnability and the ability to quickly perceive and analyze new information;
* adjustability to new situations and the capacity to find creative solutions;
* communication skills;
* the ability to set goals in a clear and well-argued manner;
* patriotism;
* etc.

**At the end of the second round, no more than 10 candidates are selected.**

* 1. Third round – Psychometric testing

Online testing will be held from **November 26th to November 29th, 2019.**

The testing will evaluate the applicants’ psychological tools, and their abilities to reproduce information.

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

**V SPONSORSHIP PAYMENT PROCEDURE**

* 1. The Foundation assists the winners of the Program in their search for promising IT startups in the Silicon Valley.
	2. The Foundation guarantees the provision of legal support in the conclusion of a contract between the winner of the Program and the startup which invited him/her for an internship. Under the terms of this contract it is agreed that the winner of the Program will work at the startup, in the USA, for a period (no more than) of six months, with his/her remuneration being provided by the startup in the form of the company's shares.
	3. When a Program winner receives an invitation to participate in a Silicon Valley startup, a Sponsorship Agreement is concluded between the Foundation and the Program winner.
	4. The sponsorship will be covering the accommodation and subsistence during the internship (no more than 6 month), a work visa, and a round trip ticket (Kazakhstan-USA-Kazakhstan). The Sponsorship Agreement may include additional arrangements, agreed upon the Foundation and the winner.