

_____ **A. Malisheva**

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

1. General provisions

1.1. “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 academic, scientific, and social activity of Information Technology students, develop professional skills of IT students and specialists, and support Kazakhstan startups.

1.2. The Program objective is advancement of information technologies in the Republic of Kazakhstan through support to best talent and development of their competencies sought after by present-day society.

1.3. In this Provisions “sponsorship” means a monetary grant in the amount defined individually paid to each Program participant in Kazakhstan tenge for the period of not exceeding six (6) months that covers a roundtrip ticket, accommodation and daily meals on ground. A maximum of five (5) winners are selected annually from amongst the competitors.

1.4. The winners are selected in an open competition held once a year.

2. Requirements to Program participants

2.1. In order to take part in the Program one has to be a Kazakhstan citizen (no age limitation), an undergraduate student or a masters course student majoring in IT-related disciplines, as well as practicing specialists who have already received an IT-related degree.

2.2. Candidates must demonstrate high intellectual capacity, possess a wide range of professional skills, and be result oriented, single-minded and flexible.

2.3. A candidate has to state and document his/her active professional, scientific, social activity, and 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 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. Having complete products is strongly preferred.

- Database engineer

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

General requirements:

- English upper intermediate (7.0 IELTS or 100 TOEFL ibt or other way to show fluency)
- Bachelor of Science in CS or other tech discipline (math, physics, and engineering).
- Knowledge of source control (git/svn/...), command line/ssh, testing, developer methodologies (Agile/spiral/...), cloud familiarity (AWS/Azure/...).
- Work experience 1+ years

3. Sponsorship allocation procedure

- 3.1. Sponsorship is allocated to a maximum of five (5) winners from amongst the best candidates, who have mastered the skills listed in 2.3. The winners are also selected according to the following criteria:
 - a) high intellectual capacity;
 - b) valuable contribution to scientific and technical conferences;
 - c) valuable contribution to social life;
 - d) eagerness to continually develop their professional skills.
- 3.2. An expert committee is established to hold the competition. It selects participants based on the results of three competition rounds described below. Decision of the Expert Committee is submitted to the Board of Trustees for review.
- 3.3. Decision of the Board of Trustees is approved by the Foundation order in the form of an officially certified list of the Program winners.
- 3.4. In order to take part in the Program competition candidates have to submit the following documents:
 - Filled out application form, CV, scan copy of ID, motivation letter, references;
 - Detailed portfolio demonstrating achievements in IT field;
 - Certificates of completion of any supplementary courses.
- 3.5. Candidates must submit their documents in the period from February 01 through March 31, 2016. The call for applications is posted on the Foundation's website yessenovfoundation.org and in social media.
- 3.6. Submission of documents means that the candidate shares the Program objectives and confirms his/her acceptance of all the conditions of the competition described herein and readiness to comply.
- 3.7. All applications must be sent to the Foundation's email address info@yessenovfoundation.org.
- 3.8. The applications are registered by a Foundation employee, and a personal registration number is assigned to each candidate. Upon verification of completeness and conformity of a candidate's application with the formal criteria a decision is made whether such candidate is accepted or rejected. Decision of acceptance/rejection is informed to a candidate only to email address specified in his/her application form. Russian is the Program working language.

4. Competition stages

- 4.1. The competition is held in three (3) rounds. The best competitors are selected upon completion of each round.
- 4.2. The first round is held in the period from March 31 through April 10, 2016.

All applications received are verified and evaluated from 1 to 5 by correspondence by independent experts based on the following criteria:

- high intellectual capacity (including comprehensive knowledge of the specified area of expertise, novelty of approaches, good academic results);
- availability of scientific papers on major-related topics;

- contribution to social life;
- volunteer experience,
- etc.

First round results are announced to the candidates by email. The lists of successful candidates are also posted on the Foundation's website. 20 candidates are selected following the results of the first competition round.

4.3. The second round is held in the period from April 11 through April 21, 2016.

Second round participants receive a link to an online test designed to reveal the following participants' features:

- Psychological constitution
- Intelligence level
- Recall

10 candidates are selected following the results of the second competition round.

4.4. Third round

Third round participants are invited to an interview with expert group, either in person or online. During the interview the following students' qualities are evaluated from 1 to 5 by independent experts and psychologists:

- Professional skills
- Ability to learn and quickly perceive and analyze new information
- Ability to adapt to new environment and find out-of-the-box solutions
- Communication skills
- Leadership skills
- Teamwork skills
- Clear and substantiated target setting
- Organizational skills
- Patriotism

Five winners are selected following the results of the third round.

4.5. The list of the competition winners is posted on the Foundation's website.

5. Sponsorship payment procedure

5.1. Based on the competition results the Foundation assists the winners in search for potentially successful startups in the Silicon Valley. Should a startup express any interest in a Program winner the Foundation guarantees legal assistance in execution of contract between the winner and the startup. Under this contract the winner shall have an internship at the startup in the USA for six months with a reward to be provided by the startup in the form of company share.

5.2. If a Program winner receives an invitation to participate in a startup, a sponsorship agreement is made by and between the Foundation and the winner, whereunder such sponsorship covers accommodation and subsistence for six months, a work visa, and a round trip ticket to the USA (Kazakhstan – USA - Kazakhstan). The agreement may also provide for other arrangements made between the winner and the Foundation.

5.3. Sponsorship is transferred as a lump sum to the winner's bank account.

5.4. The Foundation may provide other privileges upon further agreement, including online training, involvement in conferences, business meetings, etc.