



## INTERNSHIPS & WORK EXPERIENCE

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Work experience and internships at Flint provide practical experience for individuals with an interest and/or background in policy, politics, competition and regulation. They are short-term supervised placements, usually structured around a set of tasks and/or a project which has a set timescale.

Flint offers three distinct types of placement. The three models listed below will be appropriate for different profiles of candidates and will entail different activities and expectations. Taking each in turn:

### 1. 'Consultant-track internship'

- This programme is designed for individuals who we expect might be strong candidates for a full-time, permanent Consultant position at Flint when their internship comes to an end.

### 2. 'Learning and development' internship

- This programme is designed for individuals whose careers we believe would benefit from the experience. The primary purpose of the internship is for the individual to learn, develop and gain experience.

### 3. Work experience

- This programme is designed for individuals who are not yet ready for the world of full-time work but who are interested in, and would benefit from, a brief exposure to working life.

## THE INTERNSHIP SCHEMES

Flint internships will:

- usually be offered for periods of 8-12 weeks, with the flexibility to be longer or shorter if appropriate in individual cases;
- typically place over the summer, in order to facilitate applications from university students, but can be at any time of the year as convenient;
- entail working closely with experienced Flint employees on day-to-day activities;
- include participation in client teams and internal meetings, with potential contact with clients if appropriate;
- be paid at least the London Living Wage;
- be governed by a formal contract of employment.

## THE WORK EXPERIENCE SCHEME

Flint work experience will:

- usually be offered for periods of 1-2 weeks, with the flexibility to be longer if appropriate in individual cases;
- entail working closely with and observing experienced Flint employees on day-to-day activities;
- include participation in client teams and internal meetings;
- be unpaid;
- be governed by a formal written agreement.