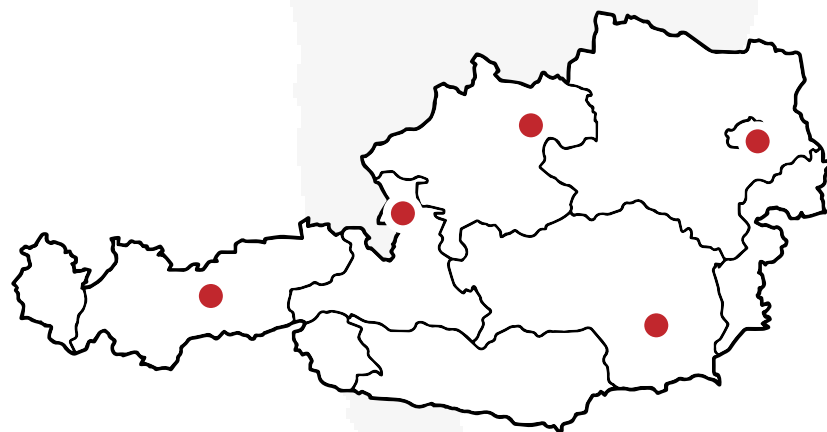# Empower Austria

Partnership Proposal

About **AIESEC**

Empower Austria is a project powered by AIESEC, the largest youth-led organization in the world.

Who are we?

AIESEC is the largest youth-led organisation in the world, facilitating professional and voluntary leadership opportunities for over 65 years. We develop youth in a global learning environment which consists of over 120 countries and territories.

Where are we in Austria?

Vienna
Linz
Graz
Salzburg
Innsbruck

64 years of *sustainable* growth

50 projects PER YEAR

10 conferences PER YEAR

400 members

25 UNIVERSITIES • 30 PARTNERS

8 Local Chapters

Empower Austria

Empower Austria is a cross-cultural project, where young talents from diverse environments bring added value to startups in Austria with their entrepreneurial spirit.

Interns arrive
June/July 2017

Job descriptions run for
11 Weeks
+1 week preparation

Alongside
70 Interns
in Austria

Simple and Affordable

AIESEC makes acquiring bright and fresh minds from around the world much easier than recruiting locally. Meet your short-term skill requirement by bringing in young talents from diverse backgrounds in an affordable way.

Boost Your Workplace

Tailored to the fast-paced and dynamic culture of today's world, Empower Austria gives you the opportunity to engage the next generation in your startup scene. By connecting you with high potential young people who are eager to explore, your workplace can evolve with an international edge.

Enable Youth

Hire interns who are passionate to learn and contribute to your venture's purpose as much as you are. Enable a fulfilling experience for them as they keenly take on challenges that a startup workplace brings with it.

Realize Together

Be part of this unique project that contributes to the development of the start up scene in Austria with the help of people from diverse backgrounds and the same entrepreneurial drive. Expand your network through regular events, where you will have the opportunity to connect with start ups and youth that are part of Empower Austria.

Profiles

To minimize training and integration efforts in your team, startups choose from four specific job descriptions for their interns, which directly address tasks that startups typically need to complete.

Ages: 20-28   **Backgrounds:** Undergraduates or recent graduates in Marketing, BA, Sales   **Languages:** English, Portuguese, Spanish, Russian

Intern's tasks

Internationalization	Marketing & Positioning	Sales & Prospection	Business & Management
External research of trends and international market analysis for the focused sector	Generate an analysis of the current situation and ideal state of your start-up, regarding marketing and market positioning	Define the target market for the start-up's product with sales planning for the project – if necessary, plan strategies for CRM development.	Develop a SWOT analysis about the startup, mapping the main gaps in terms of business and management inside the organization
Research of sectors for partners/strategic alliances and competitors analysis based on key success factors	Develop a three months implementation project in terms of the issues detected and strategic direction of the startup	Market research of new clients segmentation opportunity and prospection of strategic alliances – if necessary research about CRM models for startups	Analyze the current and ideal state of the startup in terms of strategic planning, product development, finance projectioning and HR plan
Marketing mix definition for international market	Develop new channels and communication strategies to increase the startup's market reach	Definition of new leads and sales plan with selling, attraction and partnership retention strategies, implementation CRM model	Planning development of main needs from the startup in terms of company administration and support for managers
Translation of international marketing materials for strategies	Implement the marketing and positioning operation plan for the startup focus	Implement selling routine and clients acquisition for company-CRM testing and feedback	Implementatoon of the plan with short feedbacks period and measurements evaluation
Report from project and operational plan for internationalization and sales implementation.	Report from project and operational plan development for positioning and marketing for long-term implementation.	Report from project and operational plan development for 1 semester implementation with CRM definition.	Report from project and operational plan development for one semester with clear KPIs.

IT Profiles
Paid, 3-18 months

These are the longer, paid internships, through the AIESEC Global Talent product. The period for these programmes are between 3 and 18 months. Compared to the other profiles, the IT interns are also receiving sallary from the Start-up.

Ages: 20-28

Backgrounds: Undergraduates or recent graduates in Computer Science

Software Developer

• Responsible for Information Management. Extracting and searching digital data, analyzing it and present it to the company in a meaningful context
• Testing and documentation of new software to learn about its real time behavior
• Improving the security of existing and new software
• Developing software, for example addons or embedded systems for customers but also improve and optimize them and existing software
Intern's Profile
• IT Skills: a) C#, C/C++, .NET, UNIX, SQL, OOP, Git or b) Java, J2EE, UNIX, SQL, OOP, Git
• Soft skills: Project Management, Analytic Vision, Implementation Capacity, Teamwork
• Language: English (fluent)

Backend Developer

• Develop Logical back-end and core computational logic of a website, software or information system such as ecommerce
• Developing of administration backend
• Responsible for the management and security of websites
• Optimization of the test infrastructure
Intern's Profile
• IT Skills: a) Java, J2EE, SQL, OOP, Git or b) .NET, SQL, OOP, Git
• Soft skills: Project Management, Analytic Vision, Implementation Capacity, Teamwork
• Language: English (fluent)

Frontend Developer

• Working in a Web development/design project
• Improving and optimizing Web platform
• Creating Web Apps
• Developing Interfaces so the customers can interact with it (for websites)
Intern's Profile
• IT Skills: PHP, HTML, CSS3, JavaScript, AngularJS, Node.js, SQL, jQuery, OOP, Git
• Soft skills: Project Management, Analytic Vision, Implementation Capacity, Teamwork
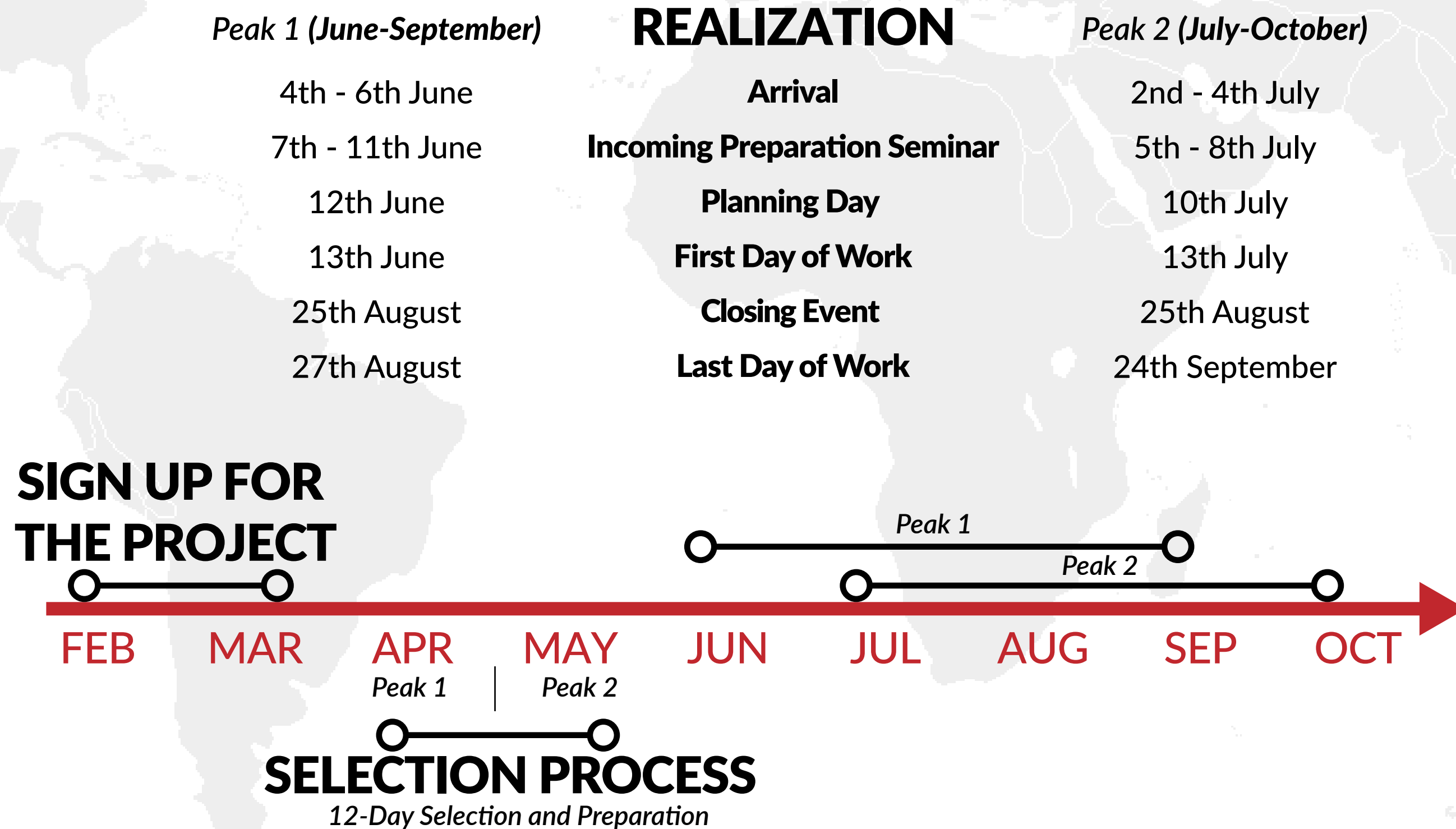• Language: English (fluent)

Mobile Application Developer

• Working in a Web development/design project
• Improving and optimizing Web platform
• Creating Web Apps
• Developing Interfaces so the customers can interact with it (for websites)
Intern's Profile
• IT Skills: Java (Android), HTML, SQL, MongoDB, Node.js, JavaScript, C/Objective C/Swift (iOS), OOP, Git
• Soft skills: Project Management, Analytic Vision, Implementation Capacity, Teamwork
• Language: English (fluent)

Timeline

Empower Austria interns will be arriving in the beginning of June/July and will be undergoing a comprehensive preparation phase, facilitated in coopreation with our partners, before they start working in your teams.

Peak 1 (June-September)	REALIZATION	Peak 2 (July-October)
4th - 6th June	**Arrival**	2nd - 4th July
7th - 11th June	**Incoming Preparation Seminar**	5th - 8th July
12th June	**Planning Day**	10th July
13th June	**First Day of Work**	13th July
25th August	**Closing Event**	25th August
27th August	**Last Day of Work**	24th September

SIGN UP FOR THE PROJECT

Peak 1

Peak 2

FEB   MAR   APR   MAY   JUN   JUL   AUG   SEP   OCT

Peak 1 | Peak 2

SELECTION PROCESS

12-Day Selection and Preparation

Pricing

Our cost structures are based on an acute awareness of the financial challenges startups face. To provide maximum flexibility, our pricing consists of two components.

1 Service Fee

300€
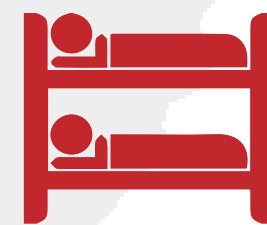per intern.

IT Profiles

500€
+Salary
per intern.

2 Accomodation

Either,

0 €

If intern's accomodation can be arranged by the startup.

Or,

100 €
per intern per week.

For low-cost accomodation arranged by AIESEC

*for the IT Profiles, the accommodation is to be covered by the intern from the intern's salary

12-Day Selection

To keep our process fast and efficient, we will present a shortlist within a few days from opening applications, and complete the final selection within twelve days in total

Day 1 - 7 **Day 7** **Day 8 - 12** **Day 12** *

PROMOTING OPPORTUNITY

After uploading your opportunity on our online portal, we will promote it through various channels and candidates will apply.

SHORTLISTING

Once we receive applications we will proceed to pre-screen the candidates. This entails us screening their CV along with requesting that the applicants send us a video answering questions relating to the opportunity. These questions can be customized to your specific needs. After reviewing the application material we will compile a shortlist of the most suitable candidates.

FURTHER SCREENING

After we present you the shortlist, you will rank the candidates. and after reviewing the application material together with us, select 3-5 canidates best suited to your position.

Optional: If you like, an interview can be arranged with the final shortlisted candidates.

FINAL SELECTION

The last step to the selection processs is to make the final hiring decision.

If opportunities are more specific, the selection process can take longer

Alexandra Lipman
Head of Corporate Relations - *AIESEC in Austria*
sasha.lipman@aiesec.net
+43 677 6208 4673

Empower
Austria