



SHINE Program FAQs

What types of projects might a SHINE Intern or Associate support?

Throughout their time in the program, our goal is to expose SHINE Interns and Associates to a variety of projects across Client & Market Growth. Each SHINE intern or associate will support multiple teams to develop new skills, work with diverse groups of professionals, and gain first-hand exposure to the tools, processes, and services we provide. Some project examples include but are not limited to: internal and external communications, account based marketing, conference/event management, email marketing, market research, social media, thought leadership development, webinars, and tracking and reporting metrics.

What would characterize an ideal candidate?

An ideal candidate for both the associate and intern role is someone who has experience in a relevant major, with challenging coursework and internship experiences that tell a collective story of why SHINE and why Deloitte. This person would have at least a 3.2 GPA and previous work experience requiring project management, time management, and meeting deadlines ideally in a larger organization, supporting multiple managers, and responsible for a variety of work. An ideal candidate would have excellent written, oral, and management skills including proven experience with collaborative writing processes. Ideal applicants should also have the ability to work independently, collaboratively, and virtually in a fast-paced environment.

How many total SHINE Interns and Associates are you hiring?

Our class sizes fluctuate each year but we generally hire no more than 30 associates or interns per class. We have 2 full-time classes each year – one in the spring and one in the fall, and our interns start in the summer. We intentionally keep our class sizes small so we can give each associate or intern an individualized experience in the program.

What office locations are eligible for the SHINE program?

Our target cities are US offices that currently have a sizable Client & Market Growth presence. Those offices include: New York, Boston, Philadelphia, Rosslyn, Charlotte, Chicago, Atlanta, and Los Angeles. We are not hiring for the SHINE program outside of this list at the moment.

Who can I contact if I have additional questions?

Contact the national SHINE team at SHINE@deloitte.com to learn more about the program.