

# 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 be assigned to at least two different 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 SHINE Associate and Intern programs would be someone who is majoring in Marketing, Communications, Business Development, Design, or a related field. This person would have at least a 3.2 GPA and previous experience in Marketing, Communications, or Business Development. An ideal candidate would possess the ability to work independently and collaboratively within a team in a fast-paced environment and have strong time and project management skills. Ideal applicants should also have a working knowledge of Microsoft Office programs and internet research tools.

### **How many total SHINE Interns and Associates are you hiring?**

For 2021 we will have full-time classes starting in the spring and fall and interns for the summer. Our typical goal is 15 SHINE Associates per full-time class and 20 SHINE Interns across the country for the summer.

### **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 currently include New York, Boston, Philadelphia, Richmond, Rosslyn, Charlotte, Chicago, Atlanta, and Los Angeles. We are not currently hiring for the SHINE program outside of this list.

### **Who can I contact if I have additional questions?**

Contact the national SHINE team at [SHINE@deloitte.com](mailto:SHINE@deloitte.com) to learn more about the program.