

## 1

### The Basics

#### Details

12-week internship: May 19, 2025 - August 8, 2025

Each internship is customized to the individual with time allocated to individual projects, group projects, and activities for the full intern cohort like orientation and weekly intern calls. This structure supports interns experiences as much as possible while they explore their passions.

The internship kicks off with a week long intern orientation that provides an opportunity to learn more about The Resource Group, meet with our executive leaders and get to know the intern cohort.

## 2

### Interviews

#### Hiring, for the long term

We take finding the right candidate to heart here at The Resource Group and believe our internship is an extended opportunity to determine long term organizational fit. Our goal? Hire 100% of entry level positions from our internship cohorts! Your recruiter is here for you every step of the way, don't hesitate to reach out with questions!

**Step 1:**

Phone screen with the recruiter

**Step 2:**

Interview with hiring manager + community peer

**Step 3:**

Community Assessment  
*(most positions)*

**Step 4:**

Interview with a Community leader

## 3

### Assessment

#### About our assessment process

**Our business case assessment is used to assess a candidate's ability to critically think and demonstrate analytical skills needed to be successful during the internship. The assessment allows interns to show skills such as executive presence, influence, project management, problem solving, decision making, and presentation skills.**

- Scheduled and coordinated by intern managers post step 2 in the interview process.
- Proctored by a Community team member or conducted virtually and recorded.

## 4

### FAQ

#### More specifics

1. The Resource Group believes in equitable access to our internship program. What does this mean? It means that we believe in offering paid internships starting at \$19.50 an hour. This, along with a \$3,000 housing stipend where applicable, lessens financial barriers for applicants.
2. Remote positions must be located in the contiguous US in the Mountain, Eastern, or Central time zones. The Resource Group's standard working hours are 9:00 am - 4:00 pm CT.
3. On-site internships require daily transportation to and from multiple sites; please ensure proper transportation is arranged for the summer; public transit may not be reliable for some sites.
4. All interns are expected to be available to travel for business meetings for a minimum of one week during the internship. All required travel cost are reimbursed by The Resource Group. This does **not** include relocation expenses or daily travel cost.
5. Want to learn more? Visit us on [LinkedIn](#) or at our website [TheResourceGroup.com](#). We recommend reviewing our [About Us](#), [Our Story](#) and [Opportunities](#) pages to help you feel prepared for your interviews!
6. The Resource Group is a subsidiary of Ascension so you may interact with both Ascension and Resource Group associates throughout the process.