



2026

# Host a Saltire Intern

## With the Saltire Internship Program

Cultivating the next generation of talent by connecting Scotland's top university students with dynamic American companies.

# We find, grow and connect transformational talent who deliver for Scotland and the USA

The Saltire Foundation USA is a not-for-profit organization with over 15 years of experience in helping thousands of individuals to connect with and transform businesses. Our vision is to inspire the next generation of talent currently studying in Scotland.

In the US, our mission is to link dynamic US companies with the best talent Scotland has to offer as part of our Saltire Internship Program. We have an existing presence across many major cities with ambition to grow.



## The Saltire Intern Program

The Saltire Internship Program matches high-potential undergraduates from all of Scotland's Universities with dynamic US companies, providing 9 or 12 week internship opportunities. Our internship placements are ideally in person, but can be virtual, based on your needs and the needs of your organization.

**750+**  
Saltire Interns placed in the USA

**175+**  
USA Host Partners



### Access Scotland's Talent

Our program is designed to create easy access to the talent Scotland produces. Our applicants come from a diverse range of backgrounds and areas of study across all of Scotland's universities.



### Speed to Quality Candidates

Recruitment, screening and filtering of candidates is done by us, saving you time and money. We shortlist the best applicants based on your requirements and you make the final decision on who to bring in to your organization.



### End to End Support

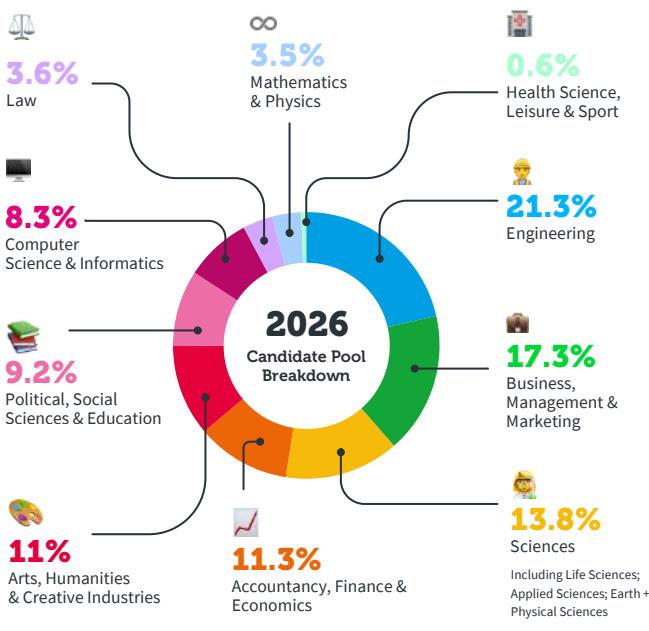
Our Foundation handles all the practical arrangements including; the student visa, travel and housing, and stipend. This is designed specifically so you can focus on providing a life changing experience for your intern(s) and in turn our intern(s) can focus on contributing to the success of your organization.

# A global partnership that can help transform your organization

Our host organizations benefit from thinking global and partnering with the Saltire Foundation USA. By investing in talent you are investing in your organization.

Our partnership is one that will be valued by co-workers and customers alike. It shows a growth mindset, openness to a diversity of backgrounds and an interest to bring international experience to your organization. Scotland has more world class universities per head of population than any other country in the world. Bringing the best candidates from this rich educational eco-system and placing them with US organizations creates a significant point of difference. We are incredibly proud of the quality of our candidates, and you will be too.

Our Interns come from diverse backgrounds and a vast range of degree subjects. Shortlisted candidates have a minimum of three years of academic experience and are equipped with diverse skill sets enabling them to work on projects of significance that can help your organization change and grow. These projects can cover a wide range of topics such as:



## Secure High Quality Talent

We understand the challenges of recruiting the right talent for your organization. Through our internship program, you can:

- Secure high quality talent for impactful internships.
- Access a pipeline that generates the highest quality undergraduates in Scotland - a roadmap for the future skills and personnel your organization needs.
- Help diversify the thinking and skill sets of your workforce.
- Nurture future leaders in your organization by engaging with early career talent.



**6,000**  
Students Engaged

**3,000**  
Students Apply

**1,300**  
Assessed

**1,000**  
Developed

**225**  
Interns



# Recruit talent with ease

Each year, we invest over £500,000 to identify, assess, and prepare Scotland's top emerging talent — so you don't have to. From outreach to shortlisting, our team manages every step of the process to connect you with the best-fit candidates for your organisation. All you need to do is select your intern.

## WE ENGAGE

We reach 6,000+ students across Scotland's universities, identifying ambitious individuals ready to make an impact.



## WE ATTRACT

3,000+ apply - motivated by challenge, growth, and the chance to gain real industry experience.

## WE ASSESS

1,300 applicants progress to one of our 30+ national assessment centres, where 100+ volunteer assessors evaluate key attributes such as ambition, creativity, and resilience.

## WE DEVELOP

The top 1,000 join our Candidate Pool for a three-month leadership and employability programme.

## WE MATCH

We advertise your internship roles on our Internship Jobs Board, manage applications, and shortlist the top 3–5 candidates for you to interview.

## YOU SELECT

You interview and select the best candidate for your internship. They become a Saltire Scholar and join your business from June onwards. Our team organizes student visas, insurance, travel from the UK and housing. We also provide round the clock support so our hosts can focus on solely on the internship experience.

“

Saltire Foundation USA does a fantastic job at vetting scholars. Project Insulin has never had a more motivated, and qualified summer intern and we couldn't be happier with our experience.



**Project Insulin**  
2025 Host

“

Our interns were a fantastic addition to the team, increasing productivity and helping us prepare for a busy season. They kick-started an important project while bringing fresh ideas, positive attitudes, and a real eagerness to learn - making their time here incredibly valuable for everyone involved.”



**New York Genealogical and Biographical Society**  
2025 Host



# Partner with us as we invest in the future.

Since 2007, the Saltire Intern Program has placed 2,150+ Saltire interns across the world. In that time, Scotland's talent ecosystem has continued to evolve and grow across all industries.

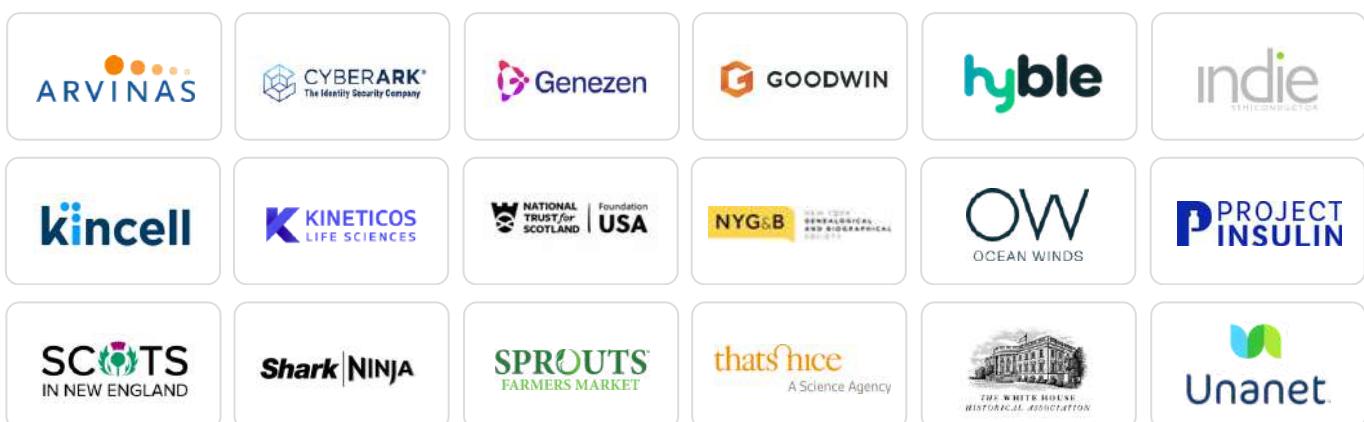
We equip our talented future leaders with the skills, mindset and connections to go forward and create economic and social value. In time, these individuals become part of a network of leaders greater than the sum of its parts, laying the foundations for future generations to follow their path, it is a virtuous circle.



## Host Timescales

November to January	January to February	June to August
<p>We work with you to finalize your job description.</p> <p>.....</p> <p>Your role is then advertised to our candidate pool.</p>	<p>Candidates submit resumes and cover letters.</p> <p>Our Team shortlists the best candidates.</p> <p>The host interviews the candidates and makes the final selection.</p>	<p>Hosts welcome their Saltire Interns in early June.</p> <p>.....</p> <p>Our team provide round the clock support, when required, throughout the duration of the internship.</p>

## Meet some of our Host Company Partners





Saltire Foundation  
USA

# Become a Saltire Intern Host

We ask our 2025 Host Companies to support at the following level:

**9 Week Internship Placement**

\$1,225 per week\*

**12 Week Internship Placement**

\$1,100 per week\*

\*plus car hire costs when required.

US Internships will begin on the first Monday after Memorial day. Our team facilitate travel from the UK and accommodation on behalf of your chosen intern.



## Learn more

For more information, or to register your interest in becoming a host company, please contact our team.

The Entrepreneurial Scotland Foundation (USA) is a 501c(3) tax-exempt organization  
IRS EIN 26-2247462

Contributions are tax deductible to the full extent of the law

Saltire Foundation USA supports The Entrepreneurial Scotland Foundation, a charity registered in Scotland (SCO38858).



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[SaltireFoundationUSA.org](http://SaltireFoundationUSA.org)