

Jóvenes con Futuro USA 2017

Terms and Conditions

March 15th, 2017

1. The Program

Jóvenes con Futuro was created to foster the entrepreneurship spirit among young, technical talented graduates. The program gives recently graduate Spanish Software Engineers the chance to develop their startup skills by **living the experience of working in a startup for a minimum of 6 months in the United States.**

The program is carried out by Fundación Rafael del Pino, Fundación Banco Sabadell and StepOne Ventures.

2. Timeline

- Enrollment: March 15th – April 30th, 2017 (inclusive)
- Selection Process: March- June 2017 *
- Logistics (visa management): August 2017
- Startup experience in the USA: Oct/Nov 2017 – Mar/Apr 2018 (duration 6 months)

* Once the candidate completes the registration on F6S, the Selection process starts. See Phases below.

** The phases of the program are well defined, but they could be modified to optimise the execution of the program.

3. Selection Process

Jóvenes con futuro is open to outstanding graduate students who match these requirements:

Candidate's profile

- In their last year, recent graduate or with some years of experience in Computer Science, Computer Engineering, Software Engineering, Telecommunications Engineering or other related areas that include an important amount of Software Development. If the candidate is not graduated by **July 2017**, the candidate will be rejected.
- Fluent in spoken and written English
- Excellent programming discipline: object oriented principles, design patterns, unit testing...
- Proficient in any of the following: iOS, Android, Java, JavaScript, Ruby, PHP, C/C++, Python, NodeJS, React, Django, or other technologies/frameworks.
- LinkedIn, Github and Stackoverflow profiles are valued when applying
- Under 30 years old
- Spanish nationality
- **Extra points:**
 - Experience with web and/or mobile software development such as Android, Objective –C
 - Experience with SQL and NoSQL databases will be a big plus
 - Entrepreneurial activity or “side projects” outside the classroom
 - Problem-solver, ability to work and learn quickly
 - Interest in emerging technologies. Tangible interest in the Silicon Valley and New York City startup and tech ecosystem.

Applications

The candidates interested will have to apply on:

<https://www.f6s.com/jovenesconfuturousa2017/apply>

Applications will be admitted from March 15th to April 30th, 2017 (inclusive). Once the application deadline has expired, it will no longer be possible to apply. By applying for Jóvenes con Futuro you agree to allow StepOne to share your personal data and your resume with potential host companies.

Note. Before you start your application process:

- The candidate does not need to speak perfectly English, however it should be able to communicate, both listening and speaking, at a level that benefits the project and team.
- You will be required to complete a form with details that will help us have a clear picture of your skills; there will also be some fields such as LinkedIn, Github, and Stackoverflow, be ready to provide them.
- Each candidate will have to upload their CV – one page style.
- Please, read carefully each question and explanation (i.e. file names)

Selection process

Phases:

1. **Enrollment:** The candidate should fill in the online form on <https://www.f6s.com/jovenesconfuturoussa2017/apply>
Language: English
Date: March 15th – April 30th, 2017 (inclusive)

Soon after completing the application questionnaire, applicant will receive instructions to complete a coding test online after the screening phase (see Technical Testing phase below)

2. **Screening:** Your resume (CV) will be screened for technical requirements, education and motivation to make sure there is a potential fit. Applicant should meet all the specified requirements in order to move forward in the selection process.
Date: March- April 2017

Selected candidates will be invited to take a technical test

3. **Technical Testing:** Online programming tests will be sent to screened candidates in order to evaluate their programming skills.
Date: March – April 2017

Selected candidates will be invited for a phone interview

4. **Phone Interview:** Addressing candidate's intangibles – in English
Date: June 2017

Selected candidates will be invited for a technical interview

5. **Technical Interview:** 1 to 1 technical interview to double check candidate's tech knowledge
Date: June 2017

Selected candidates will be invited for the matching with companies

- 6. Matching:** The evaluating team will share finalists' resumes with potential host companies. In case there is a company interested in the candidate, StepOne will arrange an interview between candidate and company. Only when the company decides to hire the candidate, this will be finally placed.

Date: July-August 2017

All selected candidates will be advised on the final decision on each phase as soon as possible.

4. Logistics

All Spanish citizens are required to have a valid visa in order to work in the United States. This program will use the J1 visa, which covers positions and includes health insurance and other benefits. The visa process takes two months approximately and will require the participant to make an appointment at the US Embassy in Madrid. More information will be made available to selected participants.

Duration of the visa processing: 8 weeks approximately

Cost for 6 months: between 1.395€ - 1.700€ approximately. The exact cost will be specified to the visa applicant. Participants are responsible for all expenses resulting from visa, flights, visa appointment at the US Embassy, etc

Disclaimer: Jóvenes con Futuro will provide assistance during the visa processing period, but it is participant's responsibility to follow all the guidelines to finally get the visa approved and stamped.

Once the J1 visa is approved and stamped, participants are ready to come to the U.S.

5. Startup Experience in the U.S.

Once the finalist participant has successfully passed all the tests and interviews, has finally gotten a job offer from the host company and has his J1 visa approved and stamped in the passport, this will be ready to go to the United States.

Once in the U.S., the Startup Experience phase will last for a minimum of 6 months, period of time in which the participant will be able to experience first hand how working at a startup in the U.S looks like.

During this period and from now on, participants will be part of a growing community where they will be able to grow their network, meet frequently with the rest of Jóvenes con Futuro, etc.

After this phase, host company and participant may agree on extending the internships and remain in the U.S. for a longer period of time.

6. FAQs

When can I apply?

We will begin accepting applications on March 15th. The deadline for submissions is April 30th, 2017.

Where does the Startup Experience phase take place?

Finalist participants will be placed in startups throughout the greater San Francisco Bay Area or New York*.

** Only candidates that successfully pass the interviews with a company with which will be matched, will be finally placed.*

How long will the placement last?

The length of the placement will be 6 months.

Will participants be paid?

Yes. Participants will be paid by their host companies. Please note that these monthly stipends may vary in each case but a minimum estimation is 20\$/h.

Economic help

Participants will be paid by the company and this salary should be enough to cover their expenses. However, in order to help participants with their initial downpayment prior to their first salary (visa, flight etc...), the Fundación Rafael del Pino and Fundación Banco Sabadell give the participant the opportunity to ask for a loan up to 4.000€. This loan will bear a very low interest and it will be required to be paid back at the end of the placement. Check conditions on <https://www.bancsabadell.com/StepOne/>

How will participants be selected?

Only candidates with a strong academic background, up-to-date technical ability and proficiency in English will be initially considered. The selection process for candidates will typically follow these guidelines: a screening of CV, technical aptitude tests in given programming languages, phone and personal interviews (if possible) and a screening process that will involve potential hosts. The process will end in July 2017 and we will notify all candidates of their selection at that point.

What kind of programming coding skills are required?

Technical criteria will depend partly on requirements specified by hosting companies. However, candidates should have proficiency in some of the following – iOS, Android, Ruby on Rails, Java, PHP, C/C++, Python, Javascript, React, NodeJS, Django, etc.

Which companies will be hosting participants?

StepOne is working with companies based in the San Francisco Bay Area and New York City that have a high dependency on computer science and engineering, good track records, and provide a good environment for innovative entrepreneurs. The identities of hosting companies will be released to candidates during the matching process.

Will this program require a visa for the internship in USA?

All Spanish citizens are required to have a visa in order to work in the United States. This program will use the J1 visa, which covers positions and includes health insurance and other benefits. The visa process takes two months and will require the participant to make an appointment with the US embassy in Madrid. More information will be made available to selected participants. Final participants will be required to pay all the expenses related to their visa processing.

What happens after the Startup experience is finished?

At the end of the startup experience, participants will have the opportunity to belong to a community where ideas, projects and talent will be shared. Also, participants will be asked to collaborate with the next generation of *Jóvenes con Futuro*:

- Mentor of a future participant
- Participate on the selection process for next edition
- *Jóvenes con Futuro* USA: Pay back the loan to ensure the continuity of the program.

It is in the company's and participant's hands to extend the internships after the Startup experience has finalized.

7. Contact

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