



# INTERNSHIP PROGRAM

## Cyber Threat Solutions, Inc. (CTS)

We are a **Full-Service Employee Search and Recruitment Firm** with a focus in the areas of information technology, as well as providing staff augmentation to meet the needs of our clients.

Internship programs offer tremendous benefits in terms of recruiting well-suited staff members to our client's team.



Our **Internship Services Program** is carefully designed to provide college sophomores, juniors, seniors, recent graduates, and graduate students from the U.S. and abroad with practical, hands-on experience. Bringing the best and brightest College and University Candidates in the fields of IT, Engineering, Computer Science, and Language and well as many other highly sought disciplines from across the U.S. to both Government and Commercial clients is the focus of our program.

## What makes our Internship program unique?

We customize our internship program specifically to the client's long-term strategic needs focused on identifying the **right candidate** with the **right skills** for future full-time career opportunities; *we don't view these candidates as just summer interns*. By investing in these candidates, they experience the day-to-day operations of the client with the "key goal" of turning this internship experience into a full time career with the client, producing a win/win scenario.

[www.CyberThreatSolutions.com](http://www.CyberThreatSolutions.com)

For more information, please email:

[info@CyberThreatSolutions.com](mailto:info@CyberThreatSolutions.com) or  
[internships@CyberThreatSolutions.com](mailto:internships@CyberThreatSolutions.com)

Phone: 571-334-1092

## What are the Benefits?

- ✓ **Intern candidate** - gains valuable professional experience, builds leadership skills, and gets exposed to the client in a positive environment;
- ✓ **The client** - provides each of the candidates selected hands-on work experiences, cultivating these candidates to help strengthen their understanding of the client's operations and prepare them for future opportunities within the client's team upon graduation. This brings into the client's workplace a team of (a) highly motivated individuals; (b) trained in the latest technological advances and innovations in their field of study; and (c) offers the client a training ground to target the skills necessary to increase efficiencies in their operations.

We believe that a well-crafted intern program provides the best opportunity to attract these types of highly pursued candidates.

## How do we attract the talent?

We recognize that this is a highly competitive environment where candidates have opportunities in both the commercial and government marketplace, their skills are in demand. So our Team will work with you to develop an internship program to target the specific long-term goals of your organization. Key aspects of your customer internship program will be:

- (1) internship salary or compensation structure – *an important aspect when trying to attract highly technical individuals who have multiple options*;
- (2) how many interns you will need and can your organization support multiple interns;
- (3) the availability of meaningful work that will enhance both the interns career goals and your needs. Ultimately, this is one of the key factors that encourage the intern to seek employment with your organization in the future;
- (4) the type of projects that can be assigned where they can contribute to the organization;
- (5) the ideal duration and time of year to host the intern(s); and,
- (6) how your organization will provide the space and equipment necessary to make the experience rewarding for both the intern and your organization.

## How do we bridge the gap between the Educational and Professional worlds?

- Our Team works closely with colleges/universities across the U.S. to **identify** and **screen** candidates that meet the stringent requirements of our clients to maximize success.
- Through our screening and review process, we develop a comprehensive bio and recommendation on each candidate.
- Once selected, we bring the candidate on-board CTS at an agreed to hourly rate and invoice the client every two weeks for all hours worked. Since many of the most highly sought after candidates may not reside near the client's work location, we arrange lodging for the duration of the agreement, charging those costs as a separate line item.
- We provide our clients a "one-stop" shop experience to maximize customer satisfaction, minimize distractions, and increase the likelihood that the candidate will transition from academic life into a successful career with their team.