THE INTERNS AND VOLUNTEERS PROGRAM is designed to invest in opportunities for learning and development. This includes various programs and initiatives for existing staff, but also includes the highly-regarded CRS paid and unpaid Internship Programs.

TYPES OF INTERNSHIPS
As the focus of the internship is the learning opportunity, the Fall and the Spring paid and unpaid programs are aligned with the academic semester. The summer program occurs between semesters. They are more learning focused than the summer hires and are often the result of a request or demand from a key partner university and college. Some of the participating schools have been Fordham University, University of Maryland, Catholic University, Boston College, Cabrini and Villanova universities.
WHY INTERN AT CRS?

CRS Internship program provides learning opportunities for students interested in working international development and often satisfy requirements for their respective areas of study. It provides current and recent students an opportunity to learn about the best practices and approaches in the field of international relief and development with one of the leading non-profit, faith based institutions in the U.S. Most of the internships occur at the CRS Headquarters in Baltimore, but managers in the Washington D.C. office, the US regional offices or in a country program may also engage an intern.

Students attend a collective orientation to CRS to help foster their own sense of community and can take part in learning brown bags and other activities. Departments assign a CRS staff member to supervise and coach. The duration of internships can range from 6 weeks to 6 months.

SOME OF THE PROJECTS OUR INTERNS WORKED ON DURING THE SUMMER...

<table>
<thead>
<tr>
<th>Helped organize orientations and logistics for DSIP, IDF, and Head of Programs Staff</th>
<th>Created middle and high school prayer pilgrimages for Catholic School’s week and prayer service for World Youth Day 2019</th>
<th>Created memes and social media posts for various CRS events and set up a “Facebook Live” for CRS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Manager for the Safe &amp; Sound Security Index and portal to the website</td>
<td>Gathered information and documentation for the Green Climate Fund accreditation</td>
<td>Created outline for grant proposal, note taking at 5-day workshop, mapped out partners, research</td>
</tr>
<tr>
<td>Developed an award tracking system in Excel, updated donor capacity statement, compiling</td>
<td>Created reports in Salesforce, scheduled meetings on Capitol Hill, created archive in National Journal</td>
<td>Worked on Counter-trafficking workshop and developed curriculum</td>
</tr>
</tbody>
</table>
“My name is Toyosi Temitope and I am a Learning Assistant 1 with the HR team. I joined CRS in June 2015 as a Project Assistant for GKIM’s Project Gateway rollout. After working with the Gateway team for about a year, I moved to the Learning team in HR as an intern and later became a Learning Assistant 1. Working in CRS for the past two years has been deeply fulfilling and insightful for me, especially because CRS was my first introduction to the corporate environment in America (I had just moved to America a few months before starting with CRS in June 2015). I have been immersed in a lot of learning (and not only because I work with the Learning team. LOL).

I have been challenged to learn and use new systems and tools as well as develop new skills and abilities. But ultimately, what has been most rewarding for me is knowing that the impact of every task I complete does not end within the nexus of my team/department but has the potential to create lasting change for humanity and our world.”

HOW DO I APPLY?
Submit cover letter and resume to www.crs.org/about/careers. Click on Current Openings, enter “intern” into the “What” box and hit search. All current and available opportunities are listed.

QUALIFICATIONS
• Undergraduate and graduate students looking to satisfy academic criteria
• Summer hires—current undergrad/grad students and students who recently completed their bachelor’s or master’s degree (i.e. within the last 12 months).
VOLUNTEERS

According to the Department of Labor, religious, charitable or other similar nonprofit organizations may properly use volunteers where the individual donates their services for public service, religious or humanitarian objectives, usually on a part-time basis and without the expectation of pay; there is no learning objective or academic program criteria to meet.

To be considered compliant, there is no stipend, gratuity or gifts in kind (e.g free room or board) in exchange for the volunteer service. While the internship focuses on learning, the volunteer opportunity should focus on service!