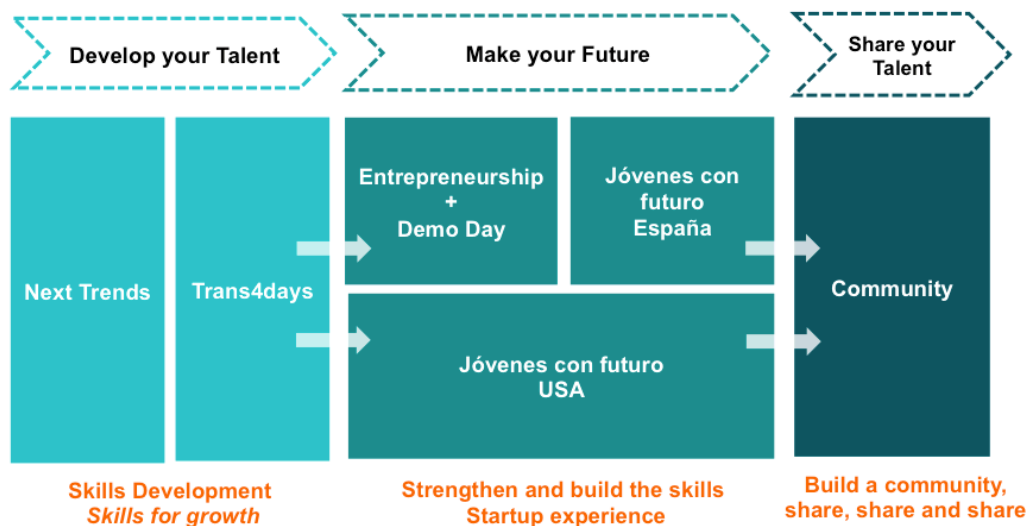


Terms and Conditions 2015

1. The Program

Jóvenes con futuro was created to foster the entrepreneurship spirit among young, technical, talented graduates. The programme gives recently graduate students the chance to develop their startup skills by **living the experience of working in a startup for 3 to 6 months in Spain or in the USA.**

The program is organized in 3 phases:



1. Develop your Talent

The goal is to form and develop the skills and abilities needed for the future of the labor market (skills for growth).

2. Make your Future

Participants of *Jóvenes con futuro* will consolidate and improve their knowledge developed in the first phase, by doing a 3-6 months internship in a startup located in Spain or USA (dependng on the track they are following).

3. Share your Talent

The program has been designed in order to create a community of young talented spaniards where they can share their ideas, projects, etc.

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

Phases:

1. Develop your Talent

During this phase the participants will develop the skills and abilities required for the future labor market (skills for growth). They will also work on challenges that startups face everyday. This stage includes 2 different activities:

- **Next Trends:** Session where the participants will learn about global trends.
Date: Sept. 2015. Duration: One day
Location: Madrid
- **Trans4days:** Two double sessions with inspiring talks and capacity building workshops.
Date: Sept.-Oct. 2015 Duration: Two weekends
Location: Madrid

2. Make your Future

Participants of *Jóvenes con futuro* will have the opportunity to consolidate and improve their knowledge developed in the past phase, by doing a 3 to 6 months internship in a startup located in Spain or USA (depending on the track they are following).

- **Startup Experience - Spain**
Entrepreneurship + Demo Day: Each participant will have a one to one session with a mentor. During this session the participant will work on the solution for the challenge proposed by a Spanish startup.
During the Demo Day, the participants will have the opportunity to present themselves and their solutions for getting a position in a Spanish startup.
Date: Oct. 2015 Duration: One day
Location: Madrid

Jóvenes con futuro España: The participant will live the experience of working in a Spanish startup for a minimum of 3 months. The startups will be responsible for selecting these participants.
Date: Oct.- Nov. 2015 Duration: Minimum of 3 months
Location: It depends on the company and the candidate
- **Startup Experience – USA**
Jóvenes con futuro USA: The participant will live the experience of working in a startup in San Francisco or New York for a minimum of 6 months.
The program manages legal contracts, visa process and insurance for participants.
Date: Oct. –Nov.2015 Duration: Minimum of 6 months

Location: San Francisco or New York

*Besides the training, the participants **Jóvenes con futuro** USA will have at their disposal a loan (Max. 4.000 euros) to help them with their first expenses (visa, flight tickets, accommodation). We want more JcF will benefit from this service in future editions so participant will transfer this help to the next participant. (See FAQ for more information)*

3. Share your talent

To build community the participants will have an active role during the next editions. Their responsibilities will include:

- Prepare a short report about the new trends and startups in the ecosystem where participants are involved, at the 3rd month (Spain and USA) and at the 6th month of the program (USA).
- Collaborate and keep the community created during the program. Each participant will be a mentor for a futur participant of the next year

Date: From Jan. 2016

Location: Spain, San Francisco, New York,... and online

Timeline

- Enrolment: Feb.19th – Apr.30th, 2015 (included)
- Selection Process by track (Spain or USA): May 4th – July 31st, 2015
- Talent Development: Sept.2015
- Make your Future (startup experience Spain or USA): Oct/Nov 2015 – Apr.2016
- Share your talent: from Jan. 2016

Note: The phases of the program are well defined, but they could be modify to optimise the execution of the program.

2. Selection Process

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

Candidate's profile

- In their last year or recent graduate in Computer Science, Computer Engineering, Telecommunications or Mathematics. If the candidate is not graduated by June 2015 the candidate will be rejected.
- Fluent in spoken and written English
- Highly Proficient in any of the following: Java, PHP, C/C++, Python, JS, NodeJS, Django, Ruby and Rails,...
- Experience with web and/or another mobile platform development such as Android, Objective –C
- Experience with SQL and NoSQL databases will be a big plus
- LinkedIn, Github and Stackoverflow profiles are valued when applying
- Under 30 years old
- Spanish nationality
- Extra points:
 - Entrepreneurial activity or “side projects” outside the classroom
 - Ability to work and learn quickly
 - Interest in emergin technologies

Applications

The candidates interested will have to apply on:
<http://www.f6s.com/jovenesconfuturo2015>

On this form, the candidates will choose their preferred track – Spain or USA - where they want to apply.

Application will be admitted from February 19th, to the April 30th, 2015 (inclusive). Once the application deadline has expired, it will no longer be possible to apply.

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 to have a clear picture of your skills and there are some mandatory fields such as LinkedIn, Github, and Stackoverflow, be ready to provide them.
- Each candidate will have to upload their CV – one page style - and a cover letter (máx. 250 words) describing their goals and motivations to join the program. Remember, creativity and passion are always mandatory!
- Please, read carefully each question and explanation (i.e. file names)

Selection process

Phases:

1. Enrolment: The candidate fills in the form choosing the preferred track he/she wants to apply:
 - Startup Experience - Spain
 - Startup Experience – USA

Language: English

Date: Feb.19th – Apr.30th, 2015

2. Screening: Resume and Cover Letter are screened for technical requirements, education and motivation to make sure there is a potential fit.

Date: May, 2015

Selected candidates will be invited for a technical test

3. Technical Testing: Online testing accuracy and scalability

Date: May, 2015

Selected candidates will be invited for a phone interview

4. Phone Interview: Addressing candidate intangibles – in English and Spanish

Date: June, 2015

Selected candidates will be invited for a technical interview

5. Technical Interview: Technical interview to double check their tech knowledge

Date: June- July, 2015

Selected candidates will be invited for the matching with companies/Interview with them

6. Matching: Matching between the candidate and the hosting company/ Interview with them.

Date: July- Aug., 2015

Note:

- The process is equal in both tracks (USA and Spain) but the criteria will be slightly different (i.e. level of English)
- In case a candidate passes all the phases of the selection process but at the end is not selected by a USA company, this person will have the opportunity to go to the Spanish track but will not have preference to the others candidates to this track.
- Selected candidates will be advised on the final decision.

3. FAQs

When can I apply?

We will begin accepting applications on Feb. 19th. The deadline for submissions is Apr.30th, 2015.

Where does the Startup Experience phase takes place?

Participants are located in startups throughout the greater San Francisco Bay Area, New York or Spain.

How long will the placement last?

The length of the placement will be decided by the host company for a minimum of 3 months (Spain) and 6 months (USA).

Will participants be paid?

Yes. Participants will be paid by their host companies. Please note that these monthly stipends may vary in each case.

Economic help – Jóvenes con futuro USA

Jóvenes con futuro USA will be paid by the company and this salary should be enough to cover their expenses. Until the participant receives its first salary, Fundación Rafael del Pino and Fundación Banco Sabadell have set aside fund that participants can borrow from them (in the form of a low interest loan) and will pay back after the internship is finished.

The max. amount of money available for each participant is 4.000€ and should cover visa, flight tickets and first week of accommodation.

How will participants be selected?

Only candidates with a strong academic background, up-to-date technical ability and proficiency in English (depending on the track) will be initially considered. The selection process for candidates will typically follow these guidelines: a screening of CV and cover letter, 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 2015 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 high proficiency in some of the following – Java, PHP, C/C++, Python, Javascript, NodeJS, Django, Ruby and Rails.

Which companies will be hosting participants?

StepOne is working with companies based in the San Francisco Bay Area, New York City and Spain 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.

What happens after the Startup experience is finished?

At the end of the startup experience, participants will have the opportunity to belong 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*:

- Short report - 3rd month (Spain and USA) and 6th month (USA)
- Mentor of a futur participant
- *Jóvenes con futuro* USA: Pay back the loan to ensure the continuity of the program.
- Others

If you have a question that is not answered here, please send us an email to:
jovenes@stepone.com

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@JovenesFuturo