Internships Policy & Principles
Adopted April 14, 2014

Global Policy Statement
Internships are an opportunity to educate a future generation of development professionals and their affiliated institutions with the strategies and philosophy of The Hunger Project. Thus, The Hunger Project (THP) encourages and values the participation of interns in our work. All THP internships are unpaid in order to maintain equity and avoid certain legal liabilities. Each THP office is responsible for ensuring that local internships comply with local labor regulations.

Principles

- **Interns are students or career starters**: THP internships are meant to provide students (generally at university graduate or undergraduate level) with an opportunity to complement their formal learning with practical experience, or to give young people early in their careers an opportunity to gain hands on experience in an international development organization. Interns do not replace regular staff positions and they generally serve for one academic term, renewable one time for a second term.

- **Interns are joining THP’s family and will be our ambassadors**: Each intern must report to a staff member who is responsible that they have a quality, educative experience. Each THP office ensures that interns have a solid orientation, align with their staff supervisor on personal objectives and debrief their experience, and that THP has their contact information to ensure they receive our future communications.

- **Local office control**: Each THP office has discretion over internships offered to local students from within its own country, and is responsible for ensuring compliance with local labor laws. Program Countries make internship decisions in consultation with their regional Vice President.

- **International postings**: In keeping with THP’s principle of empowering local leadership, THP generally does not offer international postings (e.g. a student from a Partner Country interning at a Program Country location). On rare occasions, THP permits international internships to temporarily fill a key gap in local capacity, and this decision is made by the Program Country and its regional Vice President. Due to the difficulty of contributing effectively across borders, such internships generally are at least 2 months in duration.

- **Capstone projects**: Some graduate schools of international development offer internship teams that operate like an independent consulting team and require that students complete a field project of two to four weeks duration. Such international assignments are permissible if a) the field project is designed to achieve a specific programmatic goal of THP that would not otherwise be accomplished and b) the Program Country and regional Vice President approve the project content, format, and timing.

- **No compensation**: THP may directly pay for or reimburse work-related expenses of an intern, but does not provide stipends or any other form of compensation.