



“A unique experience.
I would recommend it
to anyone.”

International Internships

For Next Generations

**Stretch your horizons,
take a look inside...**

WHAT IS THE FBN INTERNATIONAL INTERNSHIP PROGRAMME?

This programme offers Next Generation members internships (for a period of one to twelve months) to **gain experience in another family business** in another country.

It's a great way to **learn before you take up a position** in your own family business.

You can decide either to **deepen your knowledge** in a similar business field to your own, or explore new areas such as manufacturing, private banking, insurance or retail.

You can also choose to **strengthen your experience** in your current business field or broaden your skills in new functions such as management, marketing or sales.

HOW WILL IT HELP ME IN MY CAREER?

As a next generation member you should make sure that you have a good exposure to businesses other than your own family business.

In order to prepare for future leadership roles, experts and senior owners strongly recommend gaining external awareness by travelling and learning from other family business.

IN SHORT, BY FOLLOWING AN INTERNSHIP YOU WILL:

- Broaden your work experience and explore a different role.
- Gain valuable insights on what can be achieved in a like-minded family business.
- Build up your personal network and make new friends.
- Discover another country and culture from the inside, not as a tourist.

WHAT DO I NEED TO THINK ABOUT?

You can choose between 2 types of internships:

SUMMER INTERNSHIP

Usually lasts between 1-3 months during summer – interns are aged between 16-20 years and are still studying – interns most often seek to get an overview on the business and to explore several departments.

JOB EXPERIENCE

Usually lasts between 3 months and one year – interns are aged between 20-35 years – they usually hold an MBA or a University degree, have just finished their studies and are looking for a 1st job experience outside their own family business – they seek to deepen their knowledge and work on a defined project.

WHAT ABOUT SALARY AND EXPENSES?

Internships are primarily a way to gain experience and this is reflected in the level of payments, which range from a living allowance to a small salary. The programme leaves conditions to be flexible, as it works best when the host company agrees them with the intern.

WHAT ABOUT ACCOMMODATION?

Interns appreciate the support of hosts in finding and settling into accommodation. In the past, some interns have stayed with the owning family and others have stayed in rented flats recommended by the host company.

WHO IS A TYPICAL INTERN?

Interns are usually between 18 and 30. Many are students or recent graduates aged 20-22 looking for vacation projects. More often their primary aim is to gain experience and discover new cultures. Some interns are in their mid- to late-20s and are taking a break between assignments to broaden experience beyond their own family's business and seek for a better understanding of how other family businesses works.

WHAT DID PREVIOUS INTERNS DO?

Full reports are available on www.fbn-i.org then click on careers / internships

4TH GENERATION
family member from Brazil
(21 years old;
studied journalism)

Assisted with an advertising campaign by working on storyboards and preparing interviews.

Chicago, USA
(4 weeks)

Advertising agency
(2nd generation)

3RD GENERATION
family member from Spain
(22 years old; degree in
Business Administration)

Gathered comparative data on mutual funds to help select the most suitable products for clients. Also contributed to marketing database of potential clients.

Leeds, UK
(5 weeks)

Insurance broker
(2nd/3rd generation)

4TH GENERATION
family member from Brazil
(24 years old;
BA in Psychology)

Prepared translations of marketing material. Continued to do translation projects after the end of the internship.

Harrogate, UK
(8 weeks)

Food & drink
company
(3rd generation)

6TH GENERATION
family member from Belgium
(20 years old;
Economics student)

Preparation of survey on external perception of the host company. Research projects on Corporate Social Responsibility.

Sao Paulo, Brazil
(4 weeks)

Conglomerate
(3rd generation)

4TH GENERATION
family member from Brazil
(19 years old; Business
Administration student)

Project related to family governance.

Lahti, Finland
(3 weeks)

Wood products
(3rd/4th generation)

3RD GENERATION
family member from Finland
(21 years old; Diploma in Law)

Translation and support for a guide related to Finnish inheritance and gift tax.

Geneva, Switzerland
(8 weeks)

Banking
(6th generation)

HOW CAN I APPLY?

The programme is open to all members of national associations of The Family Business Network.

There are more than 50 host families worldwide who have agreed to offer a work experience to next generation member... check out the list of companies available on our website www.fbn-i.org then click **careers / Internships**. If you can't find what you are looking for, just upload your CV and state your preferences.

Once we have received your application you'll be contacted by FBN-I within 15 days of receipt. International internships are flexible and will be shaped in agreement between the host company and the intern, in respect of their own requirements and wishes.

ANY QUESTIONS?

If you have any further questions about our internship programme, please contact Christine Gaucher cg@fbn-i.org



“Hosting a NxG intern was an eye opener for our family business.”

International Internships

For Family Owners

**Welcome a new insight,
take a look inside...**

WHAT IS THE INTERNATIONAL INTERNSHIP PROGRAMME?

The Family Business International Internship Programme offers families in business the opportunity to host Next Generation members for one to six months work experience.

Internships are a great way for hosts to gain a useful project-resource whilst also "giving back" by providing experience to someone from another business-owning family.

In many cases a bond is formed between families that can last for years.

WHAT WILL I BENEFIT AS A HOST?

BENEFITS OF HOSTING AN INTERNSHIP:

- Gain a useful project-resource and a fresh perspective from a young pair of eyes.
- Build a deep connection with another business-owning family.
- Shape the future of a potential leader of another family business.
- Encourage your own Next Generation by allowing them to interact with a young person in a similar ownership situation.

TO GET INVOLVED YOU WILL:

- be a member of the Family Business Network or a related national association;
- see the value of 'giving back' by helping a young person gain experience;
- consider what type of internship you are able to offer;
- fill in the form on the back of this leaflet or email cg@fbn-i.org to discuss the internship – or upload the details securely at www.fbn-i.org/careers/internships

WHAT CAN I OFFER?

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