



## Summer Internship Program

### Overview

R2C Group's summer internship program provides undergraduate and graduate level students an opportunity to gain hands-on experience in a full-service advertising agency. Each intern is imbedded within one of our core teams to play a key part in the successful execution of client campaigns. In addition, the interns work together as a team to apply their individual learnings to a special "intern project" that is presented to the entire agency at the conclusion of the program. We provide access to all agency experts, tools and capabilities to ensure an exceptional experience. It is our hope that some highly successful interns will become full-time employees. So come prepared to impress us!

The goal of our internship program is to give aspiring college students an opportunity to explore careers in the advertising industry. And more importantly for us, to build a pipeline of talented candidates who would thrive as long term employees at R2C Group. We only hire interns who demonstrate high quality skills and demonstrate a positive attitude and would flourish with our CREW core values.

Sample intern assignments:

- *Creative* – working with large concepts, graphic design, or creative writing
- *Client Services* – interacting directly with clients, managing projects, and working across the agency to execute campaigns
- *Production/Post Production* – location scouting, talent casting, crew coordination....lights, camera, action!
- *Media Planning* – connect audiences and ad messages, advising clients on where to run their ads, how often, and how much to pay
- *Marketing Analytics* – tell a story using data

### Application and Selection Process

Our internship program is as competitive as our full-time hiring process. We receive *hundreds* of applications each year for 8-12 intern openings. We encourage referrals from employees and external partners. This program is highly competitive, so the referral might get your foot in the door, but it doesn't guarantee you a spot. We want to be impressed every step of the way – from your application, to your interview skills, to samples of relevant work/school experience. Interns are hired base on their skills, job experience (even if it's mowing lawns), work ethic & attitude. We select the best of the best.

Our interns are paid for the valuable work they do. Housing and other expenses are the responsibility of the intern. For our Portland interns, there is a nice convenient housing option located in our neighborhood. More information can be found [here](#).

### Internship Timeline

The internship job openings are posted at the beginning of February on our website. We review resumes and applications that come in through the job posting, interview the most qualified candidates, and hiring decisions are made by the end of April – sooner, if we find the right candidates. We keep people informed of their status throughout the interviewing and hiring process.

### About R2C Group

We are the most data-driven creative and media agency you will ever meet. We link brand strategy, creative and production to dynamic media buying and advanced analytics achieving unbeatable success for our clients. We have proven that it is possible to deliver on both sales and branding without making sacrifices. We call it Transactional Brand Building – it's our promise to our clients and how we work. With 220+ employees, we have offices in Portland, OR, San Francisco, West Chester, PA, and Providence, RI. More information is available at [www.r2cgroup.com](http://www.r2cgroup.com).