

u.intern - Reinventing Internships

Unovation is a design agency business under Bright Minds Zone Pty Ltd.

u.intern is a Unovation innovation to support new Visual Communicators, Marketers, 3d, VR and AR creators. We are reinventing internship, restoring the forgotten real meaning of it.

An internship is a professional learning experience that offers meaningful, practical work related to a student's field of study or career interest.

University of Maryland

What is our concern: How a new designer does an internship and learn stuff in this globalised era of digital nomads and online clients?

Interns expect to:

- Gain real work experience and provide meaningful assistance to the company.
- To have a mentor who provides guidance, feedback, receptiveness and models professionalism.
- To gain experience and skills in a particular field.
- To develop professional contacts.
- To gain exposure to upper management.
- To receive an orientation to the company for which they are interning. This introduces the student to the company's mission and goals and provides them with information about company rules, regulations and procedures.

Unovation expects to:

- Obtain access to highly motivated students who can fill staffing needs
- Prepare tomorrow's workforce
- Inject enthusiasm and fresh ideas into organisation
- Develop a pipeline of future associates
- Complete "Priority B" tasks/projects
- Provide practical learning opportunities to new practitioners

We have set up a list of guidelines to help us achieve your and our goals.

To become a u.intern, you are expected to agree with these reasonable and straightforward ideas.

Why and How

- You found a client, but you don't feel confident to do the job.
- You cannot cover all of your client needs.
- You don't feel comfortable doing the pricing.

- We will coach you to do the job within our high standards.
- We will communicate with your client, and you will participate to get the experience.
- We will do the pricing and invoice the client.

- You will get 60% of the job price, which for sure is going to be way higher than a new practitioner's one. This is after we pay 3rd party expenses if any. Printers, advertising platforms and external developers fall into this category.
- You will invoice us.

- You will still get 10% of the job price for those that fall out of your expertise just because you bring the client.

We agree on these

1. u.internship operates online. We don't expect you to work from a specific place unless we both agree that a face to face meeting is for the benefit of all of us. (client, job, unovation, u.intern)
2. You are not expected to work specific hours or days; however, we have never missed a milestone or a deadline so far.
3. This is not a position with a fixed salary. It's an opportunity to gain experience and get paid for your work as a freelancer.
4. You should be able to invoice us to get paid.
5. We think it would be best to start after you get your degree. Therefore you should provide your credentials in advance to qualify for a u.intern.
6. You will find the client.
7. If there is an opportunity to work for someone else's client, we will agree on your payment in advance.
8. We are pricing the work and invoicing the client.
9. You get 60% of the job price after paying for 3rd parties' expenses if any.
10. We respect your ideas, but designs will be up to our standards. If we disagree, our opinion prevails. However, we'd love to see you have better ideas from us.
11. We'll help you collect all the initial information needed to start the job, do the brief and the research. We support you; you work; we provide feedback, you improve your work.
12. You participate in all communication and meetings with the clients.
13. All communication, internal and external, is confidential. We never share details with others. This is important and rigorous.
14. We deal with the client per-project basis. We expect you to work on a new project if the client brings it unless it's out of your expertise or discipline. We are going to decide on this.

15. We expect you to move to the u.associate level as soon as possible. However, we'll start talking about it after you complete a significant amount of work and show that you are ready to work by yourself and deliver work up to our standards.
16. Suppose you think we forget something or have any questions about the previous points you need to ask. In that case, we will be happy to explain and answer all of them before you sign this agreement.
17. We reserve the right to end this agreement when we think this is not working anymore. We'll notify you through the usual channel of communication.
18. This position is not a way to get internship credit for a degree or a job requirement. However, we'll not hesitate to provide a reference letter, but we'll be honest.

I agree. Then what?

After you submit your application, we'll carefully look into your cv and work, we'll get in touch with you and let you know what we think.

If we think you are fit for the u.intern position, the next step is to send us your credentials. Then, finally, we'll ask you to digitally sign this agreement if everything looks good.

Then, **congratulations!** You are part of the international ring of unovation's collaborators. We'll add you to our u.intern list on our website and provide you with a personal digital business card like this: antonios.unovation.io Now you should have the confidence to get any job, no matter how big it is. You will deliver it on time and with an outstanding level of quality.

We hope you have a great time working with the experts.