

STANFORD DOERR SCHOOL OF SUSTAINABILITY

Hire Stanford's Next Generation of Sustainability Talent

*A partnership guide for organizations hosting **Sustainability Pathways Interns***

spi.stanford.edu



WHY PARTNER WITH US

What you gain, and the talent you'll get

PARTNERSHIP BENEFITS



Access to Top Global Talent



Focused Recruitment Support



Visibility Across Stanford

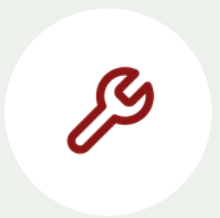


Long-Term Talent Pipeline



Cross-Sector Networking

STUDENT BENEFITS



Hands-on experience
Real project ownership, not busywork



Career pathway exposure
A closer look at sustainability careers



Meaningful contributions
Work that moves solutions forward



Mentorship & networking
Ties to industry leaders that last

What makes a strong host partner



The Role(s)

- Sustainability-focused, or based at a sustainability-focused organization
- Reserved for Stanford candidates
- Built around a substantive project or assignment
- Full-time (30+ hrs/week) for 8–12 weeks, June–September
- Hybrid or in-person



The Organization

- 5+ full-time employees
- Supportive supervisory structure
- \$25+/hr undergrad, \$30+/hr grad (or market equivalent for international roles)
- Employment through HR/payroll system



The Candidates

- Stanford students across all levels & disciplines
- Targeted outreach available (e.g., major-specific requests)



The Process

Organization

- Define the role
- Provide job descriptions
- Interview & Extend offers

Pathways Program

- Surface strong candidates
- Manage promotion, outreach, applications & communications
- Prepare & support interns

THE PROCESS

Recruiting & hiring timeline

No single recruiting deadline. Join at any point between October and March | January 15 JD deadline for international roles

PATHWAYS PROGRAM

3 weeks

Outreach and application collection

Applications collected via Google Forms, with real-time employer access to submitted materials.



ORGANIZATION

4 weeks

Application review and interviews

Organizations communicate directly with shortlisted candidates; Pathways notifies those not advancing.



ORGANIZATION

1 week

Intern selection and offers

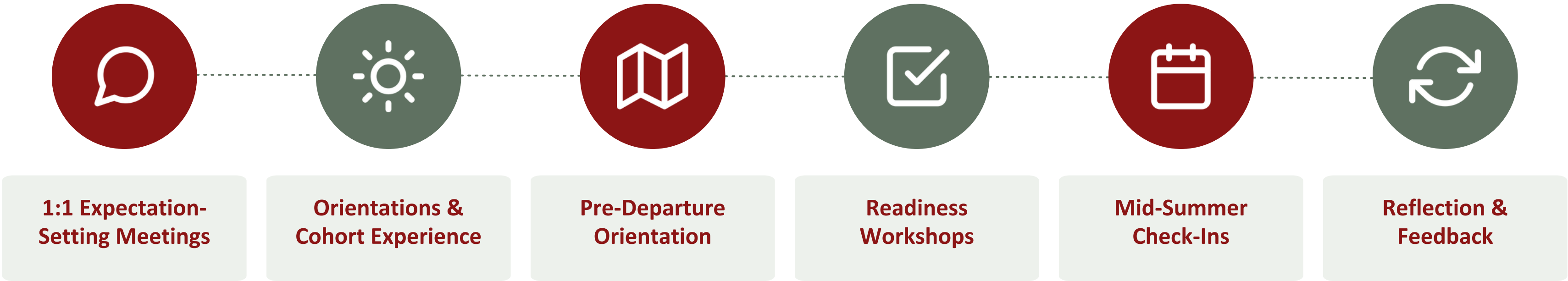
Organization confirms intern selection with Pathways and shares the work agreement/offer letter.

Now, the offer is just the beginning!

WE STAY INVOLVED

Full support, start to finish

Placing an intern is just the beginning. Our wraparound programming aims to keep students and your project on track all summer



Ready to host a Stanford Sustainability Pathways Intern?



Joyce Lee

Associate Director, Pathways Internships

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