





We are the largest youth-led organization in the world.

We provide leadership experiences through international exchanges.

## **OUR WHY**

We strive for peace and the full potential of human development.

## **OUR HOW**

We trust that youth is the key to creating a better future. We believe that leadership is the fundamental solution and can be developed in anyone.

## **OUR GOAL**

Develop four competencies in each young man taking an exchange with us: Empower others, self-knowledge, solution-oriented and global citizen.

# AIESEC In the World



128  
Countries and  
territories



70,000  
Members



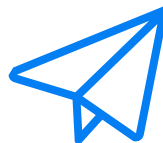
+ 470  
International  
Conferences



+ 8,000  
Allied Partners



70  
Years of history



20,000  
Professional  
Exchanges

# AIESEC in Panama



40  
Allied Companies



+ 150  
Volunteers



40  
Years of Experiences



+ 150  
Professional  
Exchanges



4  
Conference  
per Year



7  
Local Offices

# Partners AIESEC Panama



## INSTITUCIONES





• LOS MEJORES •

TALENTOS

DEL

MUNDO

EN TUS

MANOS



Global  
Talent

*Global Talent is our main talent program for multinational companies and SMEs looking for young leaders with a global profile.*

*The program, through its varied professional archives, brings youth leadership, innovation, global perspective and functional experience to your organization.*

# Receive a **Global Talent in** your company

*Global Talent contributes to the growth of companies in Panama by adding a competitive differential through access to a network of international human talent.*

*Our youth talent solutions bring a competitive advantage to corporate cultures around the world.*



# Benefit



Reduces recruitment and selection expenses



Supports the HR management



Openness to the world and international knowledge



It reduces costs related to salaries, etc.



Quick access to qualified personnel

# Main Allied countries



COLOMBIA



PERÚ



BRASIL



MÉXICO



# Profile



Human Resources



Design



Industrial engineering



Education



Administration



Communication and public relations



Finance



Marketing



Commerce and Business



Technology





# Benefits for the intern



- Leadership development



- International practice

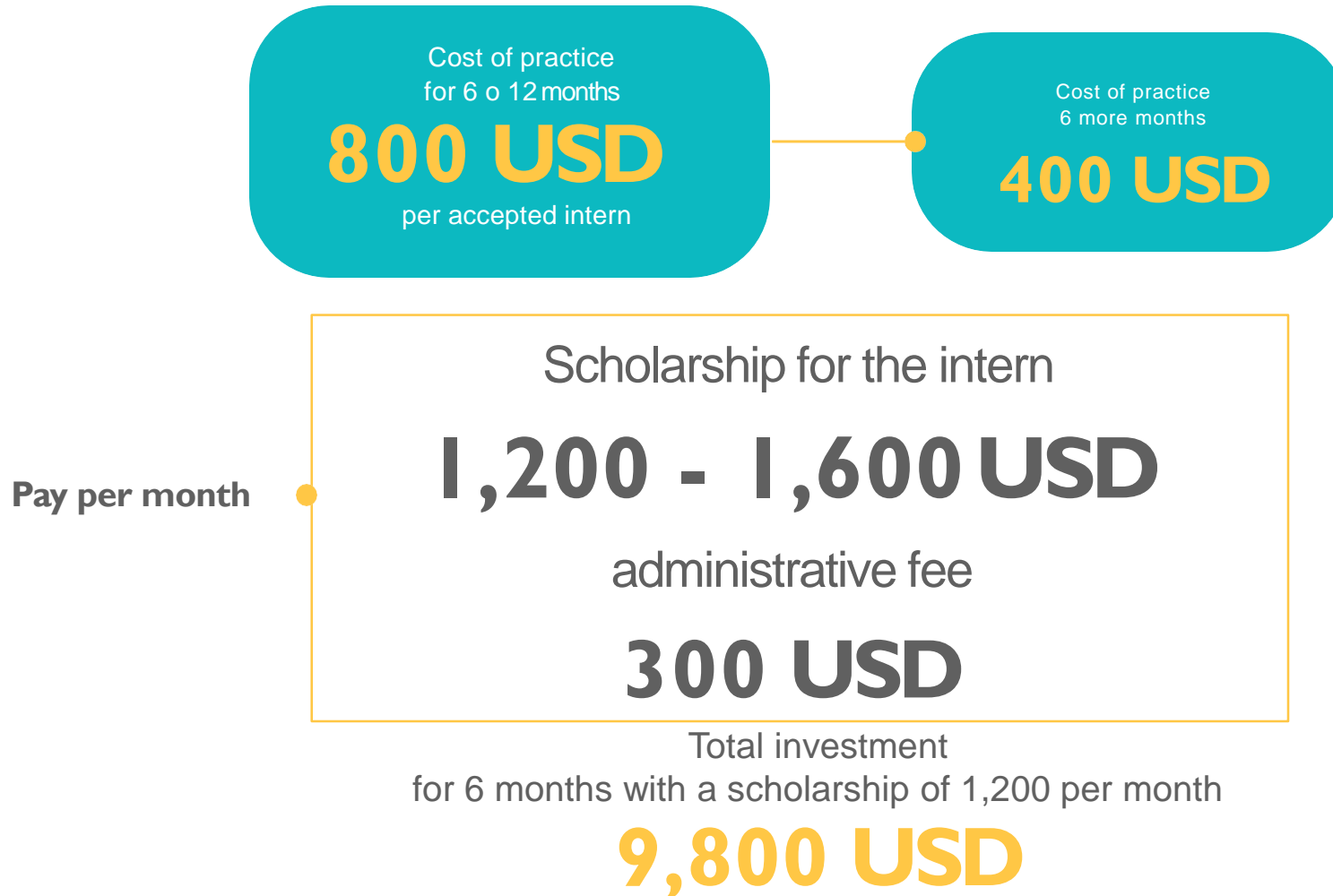


- Visa process



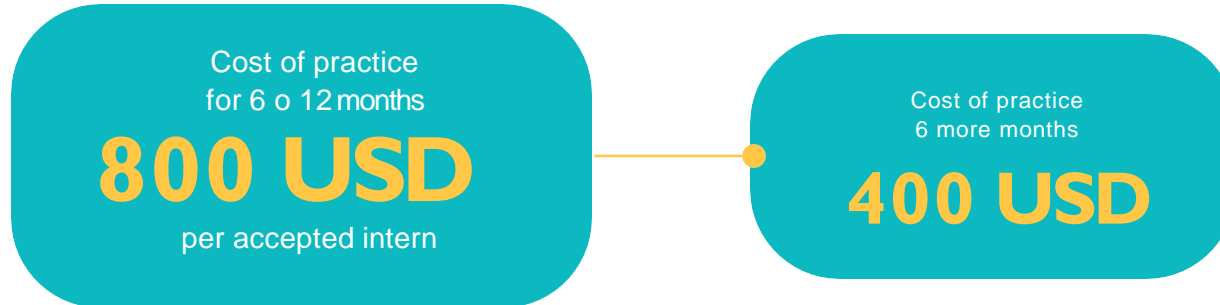
- Advice for lodging

# What is the investment?



\* Information technology profiles may require an investment up to 25% higher depending on the supply and demand of opportunities and profiles.

# What is the investment? – Partly Remote



Pay per month

Scholarship for the intern  
**800 - 900 USD**  
(While in remote mode)

**1,200 – 1,600 USD**  
(Once the intern arrives in Panama)

**300 USD**  
administrative fee

*\* The value of the international transfer of the scholarship has a cost of 100 USD approx, while the intern is in remote mode.*

*The remote modality will have a maximum duration of 50% of the internship.*

Total investment  
for 6 months with a scholarship of 800 and 1,200 per month

**8,600 USD**

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# Process



Elaboration of  
job description



Signature of  
the Agreement



Vacancy opening on  
aiesec.org and pro fi le  
search



Interview with  
AIESEC



CV delivery



Take the intern to  
the offices on their  
first day



Migratory  
processes



Arrival of  
interns



Payment of  
membership fee



Selection  
of the profile



Interview with the  
company



## Preventions during and after **COVID-19**

- Our interns who enter the country must do so with a negative COVID-19 test.
- The entry of interns to the country will depend on the regiment of the Tocumen Airport restrictions.
- Semi-remote exchanges can be made.
- Global Talent interns who are already found in Panama.
- The intern must adhere to the health measures and company security.





## SEMI REMOTE

### Why semi-remote global talent?

Travel restriction challenges arising from an external crisis or cumbersome visa procedures. (for example: COVID-19)

Companies requesting telecommuting solutions to withstand a temporary hiring freeze or insufficient capacity to find flexible trainees.

Companies that are interested in trying telecommuting to align long-term hiring strategies with future of work trends.

Feasibility of finding suitable international profiles for the opportunity, without being stopped by the fear of undertaking an international professional internship in the current situation of global travel restrictions.

\* This modality may be applied for a maximum of 50% of the total duration of the internship.



Semi-remote Global Talent is the modality for the intern to start the internship remotely, from their country of origin, before arriving in Panama. This modality has emerged as a solution to travel restrictions and also to the delays with the visa process that some countries have.

## Benefits



- Virtual interns



- Support for remote work



- Remote engagement



- Support transition from remote to physical.

# Semi-remoto



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Arrival of  
interns



Start of the  
remote practice



Payment of  
membership fee



Selection of  
the profile



Interview with  
the company



# Responsibilities

Responsibilities	AIESEC	COMPANY	INTERN
Definition of the profile and job description		●	
Selection of candidates		●	
Acceptance payment		●	
Travel and health insurance costs			●
Cultural preparation for the intern	●		
Reception in Panama	●		
Advice for lodging	●		
Visa process	●		●
Accompaniment on the first day of work	●		●
Donation payment		●	
Scholarship payment	●		
Monitoring of leadership and professional development	●	●	
Intern evaluation		●	



# THANKS

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**Jose Alfonso**

Director of Partnerships for Talent

**AIIESEC en Panamá**

[nuevasalianzas@aiiesec.org.pa](mailto:nuevasalianzas@aiiesec.org.pa)

+57 315 8219025

[aiiesec.org](http://aiiesec.org)

Ciudad del Saber. Centro de Innovación.  
Edificio #104. Oficina #8