

Resident Program

Places residents—supervised by a *mentor*—at Client organizations for 6 to 12 months with the goal of eventually being hired full-time.



The goal of the OpenTeams Resident program is to provide paths to long-term employment for *Residents*—early professional hires, typically with less than 3 years of professional experience (possibly recent graduates or transitioning from another career). It also helps Client organizations to build the talent they need.

OpenTeams Global places *Residents*—supervised by a *Mentor*—at Client organizations for 6 to 12 months with the goal of eventually being hired full-time.

The client organization, having seen the Resident's work and development through the mentorship process will then extend an offer for a full-time position and the Resident determining a good fit will accept.

How It Works

1

Job Definition

OpenTeams Global staff determines the job scope of the Resident engagement with a organization's management and a recruiting coordinator.

2

Job Posting

OpenTeams Global will determine the prerequisite skills and the responsibilities the company/organization envisions for the position and the intention for a full time role via job description.

3

Candidate Introductions

OpenTeams Global then presents Resident candidates to the organization and mentor (typically an experienced member of staff drawn from OpenTeams’s partner network).

4

Job Definition

The company then will assign a company manager or residency liaison to interview and manage the Resident and engage with the Mentor.

5

Project Scope Definition

At the start of the Resident’s placement, the Mentor, the residency liaison, & the Resident meet to establish a project scope.

6

Project Timeline

The project scope will include a schedule appropriate to the placement (e.g., after 180 days) and have weekly/monthly check-in to assess progress as a group.

7

Mentor Meetings

The Resident also meets with the Mentor for 1-2 hours a week to receive guidance on career growth & to identify specific skills to develop.

8

Full-Time Placement

Through mentorship and project work, the company/organization & the resident gain sufficient confidence and tenure a full-time placement offer with the Resident.

A History of Success

Companies



Supported Projects

