

# **NFLPA Internship FAQs**

*FAQ updated May 2017 to reflect program changes effective September 2017.*

- **What is the goal of the internship program?**
  - The goal of the NFLPA's internship program is to assist colleges and universities that allow internships by providing on-the-job training to aid in career preparation and provide relevant professional experience to students and recent graduates interested in working in the sports industry.
- **What are the requirements to apply?**
  - Students must be entering their junior or senior year of study in an undergraduate program or be enrolled in a graduate program or law school. During the three-month summer session, well-qualified sophomores will also be considered. The internship is not appropriate for doctoral students.
  - Recent graduates must have completed undergraduate, a graduate program or law school within one year of submitting their application.
  - A minimum GPA of 3.0 is required.
- **When does the NFLPA look for interns and how long are the internships?**
  - The NFLPA recruits for interns twice a year for the fall and summer.
  - The fall internship is recruited for in the late spring (May-June) and lasts from August of one year to May of the next – approximately nine months or the academic year. **If you are unable to be in Washington, DC or cannot commit to the full nine months you should not apply. NO EXCEPTIONS.**
  - The summer internship is recruited for in early spring (March-April) and lasts from late May to mid-August each year, approximately three months.
- **How many internship opportunities are available?**
  - The number of available positions changes depending upon departmental need. At any time, we have 10-14 interns on staff for both the fall and summer.
- **Where are internship opportunities located?**
  - All NFLPA internships take place at the NFLPA headquarters in downtown Washington, D.C. We do not offer opportunities at any other location in the United States. *Out-of-town interns are responsible for their own transportation, moving, and housing arrangements.*

- **Do I have to be in college to apply?**

- In addition to rising juniors and above, we accept applications from recent graduates who have completed their undergraduate, graduate program or law school studies within one year of submitting the application.

- **How many people apply for the internship program?**

- The NFLPA Internship Program is highly competitive and we receive an excess number of applications each year relative to the number of available positions.

- **What is considered a complete application?**

- All applications must include:
  - Cover Letter which includes complete contact information (name, address, email, and phone) and applicant's choice of up to three departments.
  - Resume
  - Most recent transcript (official or unofficial). Applicants just beginning a graduate program may submit their most recent undergraduate transcript.
  - A list of three (3) easily contactable persons who have agreed to provide a reference for you. List should include an address, telephone number, and email
  - A response to one of the two essay questions below to demonstrate your ability to write clearly and concisely. The essay should be no more than 650 words and points will be deducted for exceeding the word limit. Your name and word count should appear at the top of the page on your response.

**Question 1:** Professional athletes and other celebrities are often idolized by the public, especially young children. Many think this requires that they always behave as role models. Do you agree or disagree?

**Question 2:** Business and individuals are choosing online or electronic communications rather than face-to-face interactions. Are there significant advantages or disadvantages for a business or person to limit their communications in this way?

- **All documents should be submitted via the electronic link on the NFLPA's website ([www.nflpa.com/about/internships](http://www.nflpa.com/about/internships)). The link is only active during the published recruiting period.**

- **Can I mail or email a hard copy of my application?**
  - Applicants should apply using our online submission system at [www.nflpa.com/about/internships](http://www.nflpa.com/about/internships).
  - Applications may be submitted by email or U.S. Mail **only** in the event of technical difficulties with the website. Please email [mark.cobb@nflpa.com](mailto:mark.cobb@nflpa.com) if there is a technical problem with the website to obtain permission to apply by mail or email. Absent technical difficulties with the website, an application submitted via email or U.S. Mail without the NFLPA's permission will **not** be considered.
  
- **May I submit my application early?**
  - Early applications will not be accepted or considered.
  
- **How does the interview process work?**
  - Applications are sorted by the Intern Selection Committee. The purpose of this committee is to match applicant skill sets with departmental needs. What this *could* mean is that your application may be submitted to your second or third choice department or, possibly, to a department not on your list.
  - After committee review, the applications are distributed to the hiring managers. If your skills meet the necessary requirements for the position, you will receive an email from the NFLPA inviting you to interview. You will be interviewed by the hiring manager for the position and possibly other members of his/her department. Interviews can be arranged in person at our Washington, D.C. office or held via Skype for out-of-town applicants. Out-of-town applicants are discouraged from coming to Washington for an interview and understand that should they choose to do so it is at their own expense. An offer will be extended to the strongest candidate for the internship.
  
- **When will I hear about the status of my application?**
  - If you are selected for an interview you will be contacted via email approximately two weeks after submission of your application to set an interview date. As positions are filled, candidates will be notified by e-mail of their status. From submission of your application to a hiring decision, the process can take 3-5 weeks. All candidates will be apprised of the NFLPA's hiring timetable and receive timely notifications of application status regardless of outcome.

- **Which departments accept interns?**
  - Internships *may* be available in the following departments at the NFLPA headquarters in Washington, D.C. We will indicate clearly on the website which departments are seeking interns during a hiring cycle:
    - **NFLPA:** Executive, Former Player Services, Information Systems, Player Affairs, and Salary Cap | Agent Administration. **The NFLPA's Communications and Legal Departments are currently not taking interns. This is subject to change and availability will be announced on the website.**
    - **NFL PLAYERS INC:** Events, Licensing, Marketing & Business Development, Partner Services, Player Health & Safety/Business Affairs, Player Services.
    - **The Trust:** Engagement Intern. The Trust is a separate NFLPA entity dedicated to services for former and transitioning players.
- **Can I apply to more than one department and how?**
  - Yes. Please note the departments in which you are interested in your application cover letter and within the electronic application in order of most preferred. Every effort will be made to submit your application to your department of first choice pending review by the Intern Selection Committee. It is possible for you to receive an interview from a department that was not your first choice or on your list of choices.
- **Can I receive academic credit for this internship?**
  - Yes. The successful applicant is responsible for supplying the school's paperwork and helping to ensure the NFLPA is compliant.
- **Is there an opportunity to rotate and intern in different departments during the internship?**
  - We encourage our interns to explore and assist other departments during their time with the NFLPA, but there is no formal rotational scheme.
- **Is this a paid internship?**
  - Yes. All NFLPA interns are paid a stipend of \$12 per hour and provided with parking or a commuter benefit.

- **Do interns work full-time?**
  - No. Internships are 27.5 hours per week (5.5 hours per day) with flexible scheduling to accommodate classes, other jobs, etc. There is a possibility of participating in an internship for fewer hours, based on departmental needs.
- **Does the NFLPA provide housing?**
  - No. Links to local internship housing resources are provided on the website: [www.nflpa.com/about/internships](http://www.nflpa.com/about/internships). The NFLPA does not provide housing assistance, advice, endorse or recommend any of the resources listed on the website.
- **Does the NFLPA accept international students?**
  - Yes.
- **Do I have to be a US Citizen?**
  - No. International students must be legally authorized to work in the United States or EMEA based on their citizenship or current work visa. Whether you can work full time or part time depends on the type of visa you possess. If you are on a J1 student visa you can work and be paid part time. If you have an H1 visa you can work full time. Applicants possessing only a Student Visa cannot be paid.
- **What is the NFLPA's commitment to diversity and inclusion in the workplace?**
  - The NFLPA's commitment to diversity and inclusion is absolute. We are an Equal Opportunity Employer and are deeply committed to having a diverse work environment and strong culture of inclusion. Our role in the lives of the players in the National Football League puts us at the forefront of professional sports. As the quality of our interns is key to the NFLPA's success, we hire only the most talented and committed individuals. We believe that diversity and inclusion are founded upon respect, and this is demonstrated through the way we treat all of our employees and interns. The unique experiences of our employees and interns provide us with a competitive edge that allows us to attract great talent and succeed wherever we do business.



# NFLPA

If you have any additional questions please

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**No phone calls, please.**