

7 steps to becoming a Saltire Scholar

1

Online Application

We first ask you to complete an online application. This involves a 400-word Candidate Statement. We do not ask for your grades or UCAS points at any stage of the application.



2

Assessment Centre

If your application is successful, you will progress to our in-person Assessment Centre stage. This is where you will complete several workshops that will assess your leadership potential, commitment to the programme, teamwork, communication and other attributes.



3

Candidate Pool

If you are successful at our Assessment Centre, you will enter our Candidate Pool. At this stage, you will also have the opportunity to view the employers we are partnering with. You will also be offered the opportunity to attend employability workshops covering CV and cover letter writing, interview skills and more.



4

Applying for Internships

Once in the Candidate Pool, internship opportunities will be shared with you via our Careers Site. Candidates are invited to apply to the most suitable positions for them with a tailored CV and cover letter. Internships will be advertised from January 2026 to May 2026.



5

Candidate Selection

3-5 candidates will be shortlisted for each available internship to be interviewed by the host company.



6

Host Company Interview

Host companies will interview all candidates in person, online or via a telephone call. The host company will choose the best candidate for the role.



7

Accepting an internship offer

You've made it! You've landed yourself an internship of a lifetime. Get ready for your internship in the summer. If you weren't accepted at this stage, don't worry. Other opportunities will be available to apply for. As part of our candidate pool, you will still have access to learning and development opportunities and support.

