

Levels of Recognition



Candidate Pool

For Candidates who have demonstrated active participation in the Saltire Scholars Programme.

- Passed Competency based application.
- Passed Assessment Centre.
- Completed onboarding process.
- Completed our 'More than an Internship' online course.
- Engaged in Webinars and Learner Development Activity.
- Actively applied for Internships.
- Acted in a professional manner in all interactions with Saltire Team and Peers.
- Represent the values of the Saltire Scholars Programme - Respect, Integrity, Community, Honesty, Ambition and Curiosity - in all interactions with the Saltire Team and Peers.

Candidates may list their participation on their LinkedIn Profiles and may identify themselves as a **Candidate Pool Member**.



Candidate Pool

with Distinction (Certified)

For outstanding, committed, Candidates, who do not secure an internship, but who demonstrate high potential and embody the Values of the Saltire Scholars Programme throughout.

- Completed all Candidate Pool Criteria listed prior.
- Shortlisted for Company Interview(s).
- Attended Company Interview(s).
- Pro-active in their development by attending the offered Feedback sessions.
- Consistently demonstrate a high level of professionalism and self-awareness in all interactions with the Programme Team.
- Embody the Programme's Values – Respect, Integrity, Community, Honesty, Ambition and Curiosity – in all that they did, evident in behaviours, presence and contributions.

Candidates may list their participation on their LinkedIn Profiles and may identify themselves as a **Candidate Pool Member (with Distinction)**.



Saltire Scholar

(Certified)

For candidates who have secured, and completed, a summer internship becoming Saltire Scholars.

- Achieved all Candidate Pool criteria listed prior.
- Completion of all Saltire Scholar Onboarding requirements.
- Attend Kick Off Event & Return Reception.
- Completion of Start and End Surveys.
- Provision of a Day/Week One photo.
- Attend a check-in call during the internship.
- Submission of Blog/Reflective piece(s).
- Engage in fundraising activity with personal fundraising target achieved.

Candidates may identify themselves as a **Saltire Scholar** on their LinkedIn Profile.

Students achieving this Certificate may name the Saltire Scholars Team as a Referee for future employment or further education.



Saltire Scholar

with Distinction (Certified)

For candidates who have secured, and completed, a summer internship as Saltire Scholars. These Scholars embody the Programme's Values and exceed expectations with both their Host Company and the Scholars Team.

- Achieved all Criteria in previous sections.
- Participate in a Case Study (Written or Video) reflecting on their Leadership development journey and evidencing their personal/professional growth.
- Become a Brand Ambassador for the Programme and complete the required training. Brand Ambassadors demonstrate strong, values-based leadership, inspiring and motivating others through their consistent embodiment of the Programme's values – Respect, Integrity, Community, Honesty, Ambition and Curiosity.

Candidates may identify themselves as a **Saltire Scholar (with Distinction)** on their LinkedIn Profile.

Students achieving this Certificate may name the Saltire Scholars Team as a Referee for future employment or further education.