



SEPTEMBER 2025

Applications Open
Students are assessed on their entrepreneurial mindset, motivations, leadership potential, and willingness to step outside their comfort zone.



OCTOBER

Application outcomes received. Students progress to the Assessment Centre stage.



NOVEMBER

Students attend **Assessment Centres** in-person and virtually across Scotland. Students are assessed in 3 workshops to test their:

- ▶ Communication Skills
- ▶ Confidence & Passion
- ▶ Creativity
- ▶ Critical thinking
- ▶ Leadership Skills
- ▶ Planning & Preparedness
- ▶ Teamwork



DECEMBER

Successful students join our **2026 Candidate Pool**

JANUARY 2026

Students **apply** for in-person and virtual internship opportunities with global and local host companies.



Students attend **CV and interview skills workshops**.



Between January and June, candidates apply for internships and those successful become **Saltire Scholars**.



MAY

Students attend our **'Kick-Off' Event** with their fellow Saltire Scholars.



JUNE

Saltire Scholars set off on their internships across the world and work on diverse projects of commercial significance.



Saltire Scholars attend a **series of personal development workshops** throughout the summer.



SEPTEMBER

Saltire Scholars return from their internships and attend our **Returns Reception** with Alumni, host partners, universities and donors.



Saltire Scholars are asked to become **Brand Ambassadors** and **join our Alumni community**, helping to invite new students to join the programme.