



## **BOLD Intern Application Frequently Asked Questions (FAQs)**

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## Application Process

### 1. What is the application process and when does it close?

The [BOLD Internship application](#) will open on **September 30th, 2024** and close on **October 18th, 2024 at 11:59pm Pacific Time (PT)**. To be eligible for the internship program, you must complete the application by submitting your resume and transcript. **We are unable to accept any late applications.**

### 2. Who is eligible to apply?

The program is open to all undergraduate college students, attending school in the United States, who are currently in their penultimate (second to last) or junior year of a full-time Bachelor's degree program. Candidates are expected to complete a full-time consecutive 12 week program beginning in either May or June of 2025.

Google welcomes applications from candidates from all backgrounds regardless of race, ethnicity, religion, gender identity, sexual orientation, age, disability status or any other dimension of diversity.

Students from all schools, and students who (1) have demonstrated a commitment to diversity and inclusion; (2) have faced and overcome adversity; or (3) identify with a group that is historically underrepresented in the technology industry including, but not limited to Black, Hispanic, Native American, students with disabilities and veterans, are encouraged to apply.

Students completing their second year of college or university will be eligible to apply for the [BOLD Immersion Program](#). All other opportunities can be found at the [Google student website](#).

### 3. I am graduating this academic year, can I apply?

No, the BOLD Internship Program is only open to students who are in their junior or penultimate (second to last) year of a full-time Bachelor's degree program and plan to return to their school for at least one academic term before completing their degree. Current seniors planning to graduate at the end of this academic year should visit the [Google student website](#) for full-time university opportunities.

### 4. Are international students eligible?

To be considered for the BOLD Internship Program, you must currently attend an undergraduate school in the United States and be legally authorized to work in the United States. Unfortunately, applicants without acceptable [proof of identity and work authorization](#) are not eligible to participate. If you do not have authorization to work in the United States for the summer, we recommend visiting the [Google student website](#) for internship opportunities in the location where you are eligible for summer work authorization. Additionally, participation in the internship program requires that you are located to work in the United States for the 12 week duration of the internship program.

### 5. Are there any other non-engineering internships?

No, the BOLD Internship Program is Google's only summer non-engineering internship program for undergraduate college students in the United States. For additional summer opportunities, please visit the [Google student website](#).

### 6. I am a Master's student. Can I apply?

No, the BOLD Internship Program is only open to current undergraduate students. Please visit the [Google student website](#) for opportunities for graduate students.

### 7. How do I apply to a specific department?

The application to the BOLD Internship Program is a general application. We will reach out to selected candidates on a rolling basis to collect additional information regarding your background, skills and preferences. You will then have the opportunity to state job functional and location preferences. You can learn more about [our functions or fields of work on our careers site](#).



**8. Can I have an informational interview with a recruiter or [x] organization?**

No, we are unable to accommodate individual requests for informational interviews. We recommend connecting with Googlers through your school's alumni network to learn more.

**9. Do you require a cover letter?**

No, submitting a cover letter is not necessary.

**10. Can I update my resume/materials?**

If chosen to move forward, you will work with a recruiter and you can send them an updated version of your resume/materials at that time.

**11. Do you require official transcripts?**

Transcripts are required as part of the application process and it can be either unofficial or official. It's preferred that you save it as a PDF. If you cannot submit a PDF, another form of electronic file will be accepted. Please do not send paper transcripts; you may scan, upload and email paper copies.

**12. What file format do you require for submitted materials?**

You may upload any electronic version of your resume and transcript; however, PDF is preferred.

**13. I'm studying abroad, can I still interview?**

Yes, we have a number of ways we can accommodate interviews across regions and timezones as our interviews are all held via Google Meet.

**14. I'm interested in roles at Alphabet companies other than Google. What should I do?**

Most roles listed with our partner Alphabet companies will be listed on the [Google Careers site](#) (you can change the organization filter on the job page to the Alphabet company you are looking for). You can apply directly to roles via this site.

**15. I'm interested in full time roles at Google - how does that process work?**

Most full-time opportunities available on our [Google Careers site](#) require immediate availability, so it's best for you to wait until 2-3 months before graduation to apply and be considered for these open roles. There could be a *few* roles open for students in their final academic year this fall, but the overwhelming majority will be available in the spring.

**16. A Googler wants to refer me to a role at Google. How do they do that?**

Referrals are only accepted while the application window is open for a role. Let the Googler know they can refer the same way they would for a full-time role! If they have questions they can visit the internal referrals site.

**17. Will the internship take place in person or remote?**

Interns will participate in a hybrid work model which may vary across roles and regions. Like most Googlers, this option means spending approximately three days in the office and two days wherever you work best.

## **Interview and Hiring Process**

**18. What is the timeline for interviews?**

We will review applications on a rolling basis from October 2024 through March 2025. Please be patient as we consider your application. If you haven't heard back from us, then you are still in process.

**19. I haven't heard from Google yet, can you provide me with a status update?**

Due to the high volume of applications, we are unable to provide individual status updates. Please keep in mind, hiring will take place from October through March (or until all roles are filled).



## **20. I have a competing offer with a deadline.**

We encourage you to work with the other employer to see if you can get your acceptance deadline extended. Your school's career center may have some additional guidance for you, and many schools have policies regarding offer deadlines. We are unable to accommodate any exploding offer deadlines, hence the importance of obtaining an extension and/or reaching out to your schools career center for additional guidance. If you are chosen to move forward in the process, you will be working with a recruiter on our team and we highly encourage you to share any competing offer information so the recruiter can work with your updated timeline.

## **Intern Onboarding**

### **21. When will I start my internship with Google?**

Students will be given a couple options of possible start dates from late-May through mid June to accommodate semester and quarter academic schedules. Internships will run 12 consecutive weeks from your start date, ending on a Friday. Your recruiter will work with you to select the date that works best for you.

### **22. Will there be an orientation?**

All interns will attend an intern orientation and will receive more information if you receive an offer. Orientation will focus on building community within your internship class, understanding Google's business and priorities, learning about our company culture, and accessing a variety of resources to ensure a seamless onboarding.

### **23. Will I know who my manager is before I start? When will I know what my project is for the summer?**

You will be assigned an intern host (manager) who will oversee your work, help identify project goals, and support your professional development. You will find out about your specific team, host and project by or upon your start date (usually a week or two before your start date). All interns will receive ongoing mentorship and training throughout their summer at Google.

### **24. Will there be additional components to the internship?**

Learning and growing is an important part of being a Googler. Through our internship program, we offer a professional development series, mentorship opportunities, leadership speaker series, and social activities to connect with Googlers all over the company. More information will be shared during our orientation sessions.

## **Intern Compensation and Benefits**

### **25. Is this a paid internship?**

Yes, Google offers competitive salaries for internships.

### **26. Will relocation or housing assistance be provided for the internship?**

Should you make it to the offer stage your recruiter can discuss these details with you.

### **27. Are interns eligible for perks and benefits?**

Interns are eligible for many of the perks that Googlers enjoy, including health insurance.

## **Resources to learn more about Google, our teams / roles, and how we hire:**

- [Explore our Student Site](#): This website includes opportunities specifically for students.
- [Explore teams and roles](#): Use this website to learn about our fields of work at Google, where teams are located, and skills and qualifications preferred for specific jobs.
- [Learn about how we hire](#): Review what we look for in candidates and our interview process for both the internship and full time opportunities. You can also learn resume tips from Laszlo Bock, the former Senior Vice President of People Operations at Google:
  - [Tips for a Winning Resume](#)
- [Check Out Our Google Hiring Video Series on YouTube](#):



- [Business Interviews at Google](#)
- [Create Your Resume for Google: Tips and Advice](#)
- [Prepare for your Google Interview: Tips and Example General Cognitive Ability Question](#)
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