

The JLS Internship Program



**AVERAGE
JLS INTERN**



**REGULAR
COLLEGE GRAD**

Author/Date

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What's the Deal with JLS?

Our [careers page](#) will answer a decent number of your questions. As you advance in the application process, we'll be sending you more information about us, but we don't want to overwhelm you with reading before you've even applied.

If one of your questions is, *"How can one company be so awesome and not be a crypto scam?"* Then the answer is: We accidentally screwed up [this recipe](#) and JLS popped out.

What Is This Internship Program?

We basically pay you to learn how a successful e-commerce business operates.

Over the course of a few months, we'll be dumping a ton of info on you, and your job is to soak it all up while getting paid.

After that, you'll work on some projects to show us just how much of that knowledge has stuck.

Why Are You Doing an Internship Program?

[Video of Johnny talking.](#)

We've hired senior people before, and it turns out, bringing in someone with tons of experience doesn't always work out for us.

So, we figured, why not train people ourselves? That's when we launched the [Apprentice Program](#), and it's been pretty successful. Now we're doubling down and going even bigger, focusing on fresh talent and raw potential.

We're confident that schools don't cover all the real-world skills needed to succeed, and we guarantee you'll learn more with us in a few months than you would in years of university. And no, we're not doing this to check some imaginary corporate box – it's in our best interest to find the hidden gems out there and, ideally, hire them in the future.

What Do I Get Out of This?

1. You'll basically get paid to get an MBA

- a. You're gonna learn a FUCKING LOT
 - i. Real, practical skills that will generalize to most jobs
- b. If you don't really, really like to learn, this is not the opportunity for you
- c. If you don't learn more during this internship than you did in the last 3 years, I'll give you your money back
 - i. *But...I'm not paying you money, Johnny? You're paying me?*
 1. Did you just look me in the eyes, you fuck?

2. You'll get paid

- a. Because you selfishly want to be able to eat, you sonofabitch

3. An opportunity to rocket your career forward

- a. You'll walk away with all the essential basics of working in a company. We avoid unnecessary corporate BS as much as possible (if you haven't noticed), but we still have some rules and guides to help you succeed.
- b. We want to equip you with universal skills that are useful anywhere, in any organization—we guarantee the things you learn here will serve you well wherever you decide to go in the future.

Which Fields Does This Internship Cover?

We're keeping things general because we believe that people who kick ass can do it in any field—and the rest can be taught. For most of the program, you'll focus on a variety of foundational materials.

Here's a sneak peek of what that might include:

- How to turn Google Sheets into a super-tool, building systems that can do just about anything
- How to tweak and improve processes until they're damn perfect
- How to use AI to build things you didn't know you could
- And more.

Towards the end of the program, you'll get a chance to dive deeper into a field that interests you most. Currently, potential routes include:

1) Marketing

- a) As an e-commerce business, this is one of our key focuses and areas of growth

2) Product Management

- a) If you're into understanding what drives customers to click 'buy,' this is for you

3) Graphic Design

- a) If visual creativity is your thing, you'll learn how to make product visuals pop and attract customers

4) Hiring

- a) If you're interested in social sciences, we'll show you how good hiring builds a strong team and how we do it

This is not completely set in stone, though. We can't make any promises, but if you have any preferences that align with what we do, we'll do our best to tailor your experience to match those.

Who Is a JLS Internship For?

Ambitious people who are ready to step out of the classroom and dive into the real world. If you're eager to apply your knowledge and get your hands dirty, we'll give you that push and help you make that happen.

It doesn't matter if you studied or what your major is —all we care about is your curiosity, drive, and potential.

Some Likely Truths About Successful Candidates

- Learning stuff is your drug of choice
 - You're probably a huge fucking nerd
- You don't have it all figured out yet, and you enjoy getting better at new things
- In school, whenever you had a group project, you often ended up doing the whole thing yourself
- You don't want to do the same thing for years - you want variety
- You love solving problems/puzzles
- People generally come to you when they have a problem, and it makes you happy to help them out
- If you don't know how to do something, you end up figuring it out anyway
- You like hearing weird perspectives on things, even if you're sure the perspective is wrong

- You know you're not perfect, but you also know you haven't yet reached your potential

You're Looking for "It™." What Is "It™?"

[Video of Johnny talking.](#)

I Don't Think I Have It™?

Most of our people who have It™ didn't think that they did. I don't have perfect judgment, but I'm pretty good at spotting It™, so if you have It™, I'll be able to tell.

I would **STRONGLY** encourage you to shoot your shot and see what happens.

Worst case scenario, you spent some time learning about a weird company and writing an application.

The best-case scenario is that your entire life changes.

It™ means you're humble, which is definitely a trait we want to see. If I have to argue with you every time I teach you something, it's not gonna work out.

Humble means coachable. And being coachable is an essential trait for success in this role.

One of the people who has It™ and eventually went on to an amazing role in another company after getting her start here was a receptionist with limited work experience. She literally thought to herself, *"There is no way I'm gonna get this job. This is a waste of time."*

She closed the application and went on about her day.

The next day though, it was still bugging her, so she said, *"Fuck it."* And applied.

Thankfully for us and for her, she did it, and her life is forever changed.

If you think you aren't special or can't compete, don't sell yourself short. I obviously can't make any promises, but the fact that you don't think you have It™ isn't actually evidence that you don't.

If I Pass the Internship, Will I Be Hired?

The whole point of this internship is to broaden our talent pool and find awesome potential out there. If you prove to be awesome and have It™, we can definitely discuss potential long-term hiring. I can make no promises, but there is definitely the possibility of things working out like this.

Of course, this depends on a few things, like your availability (we typically hire full-time only, so if you're still in school with strict attendance policies, that might not work) and our hiring needs at the time.

We'll navigate that together and cross the bridge when we get there. Worst case? You walk away with a ton of valuable knowledge and a resume boost.

Are You Gonna Pay Me?

Yes, but don't expect to get rich from this internship.

As most of your time here will be focused on learning rather than producing output, we aren't exactly anxious to pay a ton, but we still value your time and believe unpaid internships are unfair and unethical.

So, we're testing things out on a budget and offering a monthly stipend of \$600 for full-time (around 40 hours per week). The internship should take you around 3 months to complete.

What Is the Virtuous Cycle of Investment?

How I'd like to run things is:

1. I invest in you, in the form of training and experience
2. You invest in the company, in the form of hard work and dedication
3. Ideally, we hire you, and this allows me to invest even more in you

4. Which makes you comfortable investing even more in the company
5. And so on

It's a virtuous cycle. It doesn't always work out, but when it does, it works out amazingly well for both parties.

This Sounds So Great That I Will Do It for Free

Thank you, but we consider unpaid work/internships by for-profit companies to be highly unethical, even if both parties consent.

And anyway, the biggest cost to us is the effort required to teach/train you. The opportunity cost of our people's time is quite high (almost certainly higher than your salary), so even if you worked for free, it wouldn't really change the math for us.

So, fuck you, we're gonna pay you, and you're gonna like it.

Can You Tell Me What the Tests Are?

No. We want the experience to be fresh for everyone, so it's an even playing field.

This Opportunity Is Kinda Exciting and Kinda Scary

Which will you regret more?

1. The pain of failure
2. The pain of regret

Amongst the high performers at JLS, it's number 2, but you have to decide for yourself which one is true for you.

Is This Actually Real and Not a Scam?

Yes, it is actually real, and no, it is not a scam.

If you'd like to confirm it's not a scam, please send your social security and credit card numbers to Careers@JLSTradingCo.com, and we'll get you sorted out.

Isn't That Exactly What a Scam Would Say?

Fair point! Check us out online - it would take a lot of work to get all those reviews over the years just to scam you somehow. If you get far enough into our process that you start taking our work tests, then we'll actually pay you real, live money, which isn't something commonly done by scams.

Everyone thinks we're fake until they get their first paycheck, and even then, they're like, "*I'm pretty sure Johnny is just playing the long con.*" Five years go by, and they keep getting paid, so they finally let their guard down...

And that's when Johnny gets you.

What Will Life Be Like for Me Early On?

1. Learning shit
2. Applying the shit you learned on hard projects
3. If we think you have It™, we'd be stupid not to hire you and give you more responsibilities and money
4. Repeat

A lot of Internet research, reading, watching, Google Sheets, figuring things out, Googling, and so on.

Once I'm In, Can I Relax?

You're gonna be getting paid to learn and then apply your learnings. How well you do those two things is what we're gonna be judging you on.

This isn't one of those internships where you sit around for college credit and do nothing. We'll definitely be testing you and judging your performance.

To figure out if someone has It™, we need to push them and see how they handle real challenges. If we see you're not putting in the effort, we'll stop the process. We really don't want to waste anyone's time – including yours.

This may sound ruthless, and it is to some degree, but every hour we invest in someone who doesn't have It™ is an hour we aren't investing in someone who does have It™. We have limited resources and have to deploy those limited resources as efficiently as possible, for better or worse.

Who Will I Be Reporting to?

It's a little unclear at the moment, but it will be one of the senior JLS leaders, or a combo thereof. You'll likely be led and taught by multiple people to maximize your learning.

Is There an Age Limit?

We probably want you to be a student, a recent graduate, or just someone relatively inexperienced, but there is no hard cap on age (high or low) other than that.

We'll cover some pretty entry-level, general stuff about working and business. If you've already had some work experience and are looking to make a career switch, or are specifically interested in JLS, the [Apprentice Program](#) is probably a better fit for you. Keep an eye on our [career page](#) for when we launch it again, or apply through our [General Application form](#).

My Friends & Family Think This Is Ridiculous

Definitely fair. They technically aren't wrong, as this document is pretty ridiculous on its face.

Did you not tell them I am a [hand model](#) too? That should seal the deal, I think.

Approximately 99 times out of 100, they would be right for thinking something like this has a catch and isn't worth following up on.

I wish there were an easier way to convince you and them. My argument would be that the worst-case scenario is that you end up wasting a little bit of time filling out an application. You're not obligated to do anything, so if at any point in this process, you get the heebie jeebies, then just tell me to go fuck myself (if things work out, [you're gonna have to do it at some point anyways](#)).

Keep your crazy-dar up and peace out if things get weird.



I realize I'm just a random crazy person on the internet, but this is real. We've changed the lives of dozens of people who work for us currently, and I think the same can apply to you.

No pressure either way - you gotta do what's right for you, but I hope to see you on the other side!

Can I Ask Other Questions?

100%. Please send them to the person you've been corresponding with or Careers@JLSTradingCo.com, and we'll get you sorted.

Maybe I'm Crazy, but This Sounds Good to Me

If this is you:



Then just follow the email instructions you've received or apply at this [link](#) (if you haven't already).

Thank you for reading through our long-ass documentation (better get used to it, honestly), and for your interest in JLS. I really hope you shoot your shot, and we can work together soon.

Good luck!