



Positions Available

- **CG Accounting Intern**
- **CG Field Development Intern**
- **CG Marketing - Campaign Intern**
- **CG Marketing - Digital Intern**
- **CG People & Culture Intern**
- **CG Tech Intern**
- **CG Executive Assistant [CEO] Intern**
- **Crowd Health Social Media Intern**
- **49 Financial Interns**
- **Homeward Sales Ops Interns**

ACCOUNTING INTERN

ABOUT HQ:

Here at CG HQ, you are doing more than a 'job'. You are on a mission. Your mission is to positively impact as many lives as possible. Team up with us as we revolutionize the outdoor fitness industry with all-star trainers, challenging workouts for all fitness levels and community you can count on, on and off the field. How do you play a role in all of this? We're glad you asked. It takes a village and that includes everything from our caring teammates, unrivaled technology, one-of-a-kind of marketing strategy and everything in-between. CG HQ is the definition of Whatever It Takes. We are made up of hardworking, creative and loyal individuals who are in it for the long haul; CG lifers if you will! We have an unmatched work ethic and culture. If you can get behind a fast pace, unique collaborative workspace and fun days, then what are you waiting for? Come find your dream job and a new career with Camp Gladiator.

We are looking for a passionate and energetic individual to assist the Accounting team. Duties may include processing accounts payable, data entry, data analysis, and filing. As part of our team, you'll help us achieve one common goal -- to positively impact the physical fitness and ultimately the lives of as many people as possible.

WHAT YOU'LL DO:

- Assist with research, filing, data entry, and recording and maintaining accurate and complete financial records
- Work with bookkeeping software
- Learn how to work as part of the Accounting team to compile and analyze data, track information, and support the company
- Assist with general accounting month-end closing procedures
- Complete special project as needed and other duties assigned

WHAT YOU'LL NEED:

- Currently enrolled in a Bachelor degree program required
- Strong working knowledge of Microsoft Excel
- Demonstrated strong organizational and partnering skills
- Innovative, organized and professional
- Ability to manage multiple projects simultaneously and effectively
- Able to work independently and as a part of the team
- Strong problem-solving skills

BUSINESS DEVELOPMENT INTERN

ABOUT HQ:

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At CG, we are all Better Together. The mentality is not just shared out at Camp, we live it out at HQ every day. We work in a collaborative, supportive and encouraging environment where we embrace a team mentality. We are proud to be aligned in our mission to impact as many lives as possible and it motivates us every day! We are excited to bring on our ABLE Minds interns this summer in several high performing departments, one of those being Business Development!

WHAT YOU'LL DO:

This is a small but mighty team, bringing in revenue that supports our major company events and supports our 1000+ Partner Trainers Nationwide. If you are ready to make moves, get your hands dirty and contribute in a meaningful way to the bottom line, this is a position for you!

- Assist the Business Development team with key projects and tasks
- Provide new ideas for system, process improvement and organization
- Establish and maintain strong working relationships with team
- Support administrative efforts related to partnerships, specifically those that are participating in summer conference
- Deliver assigned tasks thoroughly and promptly
- Assist in email/phone communication to potential or prospective businesses wanting to further partner with CG
- Assist in product management, inventory and any other product related tasks

WHAT YOU'LL NEED:

- Currently enrolled in a Bachelor degree program required
- Thorough knowledge and understanding of administrative principles
- Proactive and dedicated worker
- Proficiency in Microsoft Office and ability to learn other software programs
- Well organized and able to manage multiple projects simultaneously and effectively

- Works well under pressure and can meet tight deadlines with a strong sense of accountability
- Strong interpersonal and analytical skills with great attention to detail
- Highly organized, flexible and able to work in a fast-paced, deadline driven environment
- Ability to research, analyze and summarize in order for manager to make quick decisions
- Highly Relational and able to effectively communicate

FINANCE INTERN

ABOUT HQ:

Here at CG HQ, you are doing more than a 'job'. You are on a mission. Your mission is to positively impact as many lives as possible. Team up with us as we revolutionize the outdoor fitness industry with all-star trainers, challenging workouts for all fitness levels and community you can count on, on and off the field. How do you play a role in all of this? We're glad you asked. It takes a village and that includes everything from our caring Camper Experts, unrivaled technology, one-of-a-kind of marketing strategy and everything in-between. CG HQ is the definition of Whatever It Takes. We are made up of hardworking, creative and loyal individuals who are in it for the long haul; CG lifers if you will! We have an unmatched work ethic and culture. If you can get behind a fast pace, unique collaborative workspace and fun days, then what are you waiting for? Come find your dream job and a new career with Camp Gladiator.

We are looking for a passionate and energetic individual who is eager to learn and grow to support the Finance team. As part of our team, you'll help us achieve one common goal -- to positively impact the physical fitness and ultimately the lives of as many people as possible.

WHAT YOU'LL DO:

- *Financial Modeling:* Utilize Camp Gladiator's FP&A Planning Tool to create new Financial Models and repair existing Financial Models. The intern will pair CG business rules with technical skills to build out various revenue generating product forecasts
- *Financial Analysis:* Analyze the financial performance of each region that Camp Gladiator operates. This analysis includes a variance report of revenue, cost of revenue, and expenses. The intern will also utilize Camp Gladiator's ERP system to allocate costs across all regions of the company.
- *Data Analysis:* Compile and analyze Independent Contractor contract status data to determine trends across multiple variables. The intern will compile, clean, and aggregate data, followed by the review and presentation of said data.

WHAT YOU'LL NEED:

- Currently enrolled in a Bachelor degree program required
- Strong working knowledge of Microsoft Excel
- Ability to maintain confidentiality with any and all financial data
- Innovative, organized and professional
- Ability to manage multiple projects simultaneously and effectively
- Able to work independently and as a part of the team
- Strong problem-solving skills

FIELD SUCCESS INTERN

ABOUT HQ:

Here at CG HQ, you are doing more than a 'job'. You are on a mission. Your mission is to positively impact as many lives as possible. Team up with us as we revolutionize the outdoor fitness industry with all-star trainers, challenging workouts for all fitness levels and community you can count on, on and off the field. How do you play a role in all of this? We're glad you asked. It takes a village and that includes everything from our caring teammates, unrivaled technology, one-of-a-kind of marketing strategy and everything in-between. CG HQ is the definition of Whatever It Takes. We are made up of hardworking, creative and loyal individuals who are in it for the long haul; CG lifers if you will! We have an unmatched work ethic and culture. If you can get behind a fast pace, unique collaborative workspace and fun days, then what are you waiting for? Come find your dream job and a new career with Camp Gladiator.

Seeking a passionate and energetic individual to assist the Field Success team as a Field Success Intern as part of the CG Mission: to positively impact the physical fitness and ultimately the lives of as many people as possible. This intern should be prepared to work in a fast-paced team environment. Responsibilities will include coordinating with Field Success Coordinators to manage campers and trainers within the region. The Field Success Intern maintains constant communication with the Field Success team to support regions in all various administrative and creative aspects to ensure the effectiveness and thoroughness of all promotions, policies, and programs.

WHAT YOU'LL DO:

- Assist the Field Success teams with projects and tasks
- Provide new ideas and initiatives to promote CG
- Establish and maintain strong working relationships with team
- Support administrative efforts for Region and Recruiting tasks
- Deliver assigned tasks thoroughly and promptly

WHAT YOU'LL NEED:

- Currently enrolled in a Bachelor degree program required
- Thorough knowledge and understanding of administrative principles
- A proactive and dedicated worker
- Proficiency in Microsoft Office and ability to learn other software programs
- Well organized and able to manage multiple projects simultaneously and effectively
- Works well under pressure and can meet tight deadlines with a strong sense of accountability
- Strong interpersonal and analytical skills with great attention to detail
- Able to work independently and as a part of the team
- Highly organized, flexible and able to work in a fast-paced, deadline-driven environment

FIELD DEVELOPMENT INTERN

ABOUT HQ:

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Seeking a passionate and energetic individual to assist the Field Success team as a Field Development Intern. This role, along with every role at CG, strives to uphold the CG Mission: to positively impact the physical fitness and ultimately the lives of as many people as possible. This intern should be prepared to work in a fast-paced team environment. Responsibilities will include coordinating with the Field Development team to support the on-going development of our Trainers and Field Leadership. This role works with the team to improve processes, research learning methods, and aid in the organization of Trainer events. The Field Development Intern maintains constant communication with the Field Development team to support in various administrative and creative tasks to ensure the effectiveness of the many development opportunities CG has to offer.

WHAT YOU'LL DO:

- Assist the Field Development team with projects and tasks
- Provide new ideas and initiatives to promote CG
- Support administrative efforts for Trainer development on various platforms ●
- Deliver assigned tasks thoroughly and promptly
- Create proposals and presentations based on the needs of the team
- Support the growth and improvement of the extensive CG Curriculums

WHAT YOU'LL NEED:

- Currently enrolled in a Bachelor degree program required
- Proficiency in Google Suite and ability to learn other software programs
- Thorough knowledge and understanding of administrative principles
- Well organized and able to manage multiple projects simultaneously
- Able to work independently and as a part of the team with a strong sense of accountability ●
- Strong interpersonal, analytical and verbal skills with great attention to detail and a passion for writing
- Highly organized, flexible and able to work in a fast-paced, deadline-driven environment ●
- Please note that we do NOT petition for H1-B visas from student visas

MARKETING - CAMPAIGN INTERN

ABOUT HQ:

Here at CG HQ, you are doing more than a 'job'. You are on a mission. Your mission is to positively impact as many lives as possible. Team up with us as we revolutionize the outdoor fitness industry with all-star trainers, challenging workouts for all fitness levels and community you can count on, on and off the field. How do you play a role in all of this? We're glad you asked. It takes a village and that includes everything from our caring Camper Experts, unrivaled technology, one-of-a-kind of marketing strategy and everything in-between. CG HQ is the definition of Whatever It Takes. We are made up of hardworking, creative and loyal individuals who are in it for the long haul; CG lifers if you will! We have an unmatched work ethic and culture. If you can get behind a fast pace, unique collaborative workspace and fun days, then what are you waiting for? Come find your dream job and a new career with Camp Gladiator.

We are seeking an energetic, enthusiastic and highly motivated intern interested in being part of the CG Mission: to positively impact the physical fitness and ultimately the lives of as many people as possible. This person will support the marketing team in executing on initiatives that help grow CG's customer base through campaigns and promotions.

WHAT YOU'LL DO:

- Assist in organizing and project managing CG campaigns and promotions
- Develop and maintain timelines and key milestones in Asana
- Support in the creation of project briefs and note-taking during campaign kickoffs and key stakeholder meetings
- Survey creation and analysis
- Undertake daily administrative tasks to ensure the functionality and coordination of the department's activities
- Deliver assigned tasks thoroughly and promptly
- Participate in team meetings and brainstorming
- Establish and maintain strong working relationships with team

WHAT YOU'LL NEED:

- Currently enrolled in a Bachelor degree program required
 - Marketing or related field major preferred
 - Must have excellent interpersonal skills and follow-up skills
 - A proactive and dedicated worker
 - Proficiency in Microsoft Office, Google Suite and ability to learn other software programs ●
- Strong verbal and written communication skills required
- Able to work independently and as a part of the team
 - Highly organized, flexible and able to work in a fast-paced, deadline-driven environment.

MARKETING - DIGITAL INTERN

ABOUT HQ:

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Marketing is seeking an energetic, enthusiastic and highly motivated individual interested in being part of the CG Mission: to positively impact the physical fitness and ultimately the lives of as many people as possible. You should be prepared to work in a fast-paced team environment. Responsibilities will be to support the Marketing department in executing initiatives in the following areas: digital advertising, email marketing, text communication, project management, email & digital reporting, market research and so much more.

WHAT YOU'LL DO:

- Help develop emails and text messages in our communication platforms
- Assist with organizing timelines and key milestones in Asana for email, texts and paid advertising
- Support in note-taking during key stakeholder meetings
- Pull email and digital reports
- Undertake daily administrative tasks to ensure the functionality and coordination of the department's activities
- Deliver assigned tasks thoroughly and promptly
- Participate in team meetings and brainstorming
- Establish and maintain strong working relationships with team

WHAT YOU'LL NEED:

- Currently enrolled in a Bachelor degree program required
- Marketing or related field major preferred
- Must have excellent interpersonal skills and follow-up skills
- A proactive and dedicated worker
- Proficiency in Microsoft Office, Google Suite and ability to learn other software programs
- Strong verbal and written communication skills required
- Able to work independently and as a part of the team
- Highly organized, flexible and able to work in a fast-paced, deadline-driven environment.

MARKETING - EVENTS INTERN

ABOUT HQ:

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We are seeking an energetic and focused organizer to fill our Events Intern role assisting our Events Manager and Events Coordinator with the organization and preparation of large and small events. CG events play a huge role in helping us to achieve our mission to impact the physical fitness and ultimately the lives of as many people as possible by educating and inspiring our Trainers.

WHAT YOU'LL DO:

- Communication with vendors
- Update and edit existing presentations
- Perform administrative tasks associated with event management
- Event setup and teardown
- Day of event support
- Assist with event AV
- Partner with Gear or Marketing for event support
- Participate in departmental team meetings

WHAT YOU'LL NEED:

- Currently enrolled in a Bachelor degree program required
- Excellent communication with external vendors required
- Thorough knowledge and understanding of administrative principles
- Well organized and able to manage multiple projects simultaneously and effectively
- Works well under pressure and can meet tight deadlines with a strong sense of accountability
- Strong interpersonal and analytical skills with great attention to detail
- Resourceful self-starter, with a can-do attitude that thrives in a fast-paced entrepreneurial environment

PEOPLE & CULTURE INTERN

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We are looking for a passionate and energetic individual to assist our People & Culture team with a variety of things that will allow us to make HQ an amazing place to work. You will be exposed to the back-office operations of a fast-growing company in Austin. Be a part of helping us take CG to the next level as we continue our mission to positively impact as many lives as possible.

WHAT YOU'LL DO:

- Assist with various People & Culture functions
- Work with Facility Coordinator aiding with day to day office operations
- Serve as the backup person for the Office Assistant
- Actively seek new initiatives that will add value to the organization
- Perform various organizational tasks as needed
- Occasional errands

WHAT YOU'LL NEED:

- Currently enrolled in a Bachelor degree program required
- Thorough knowledge and understanding of administrative principles
- A proactive and dedicated worker
- Proficiency in Microsoft Office and ability to learn other software programs
- Well organized and able to manage multiple projects simultaneously and effectively
- Works well under pressure and can meet tight deadlines with a strong sense of accountability
- Strong interpersonal and analytical skills with great attention to detail
- Reliable transportation
- Able to work independently and as a part of the team
- Highly organized, flexible and able to work in a fast-paced, deadline-driven environment

TECH INTERN

ABOUT HQ:

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Seeking an enthusiastic and highly motivated individual interested in technology to be part of the CG Mission: to positively impact the physical fitness and ultimately the lives of as many people as possible. You should be prepared to work in a fast-paced environment to support the Tech department and gain valuable experience to apply to your career.

WHAT YOU'LL DO:

- Assist the technology department with projects and tasks
 - Document and test new software applications
 - Assess new application ideas
 - Provide new ideas and initiatives to improve IT practices
 - Support technology efforts through to completion
 - Deliver assigned tasks thoroughly and promptly
 - Participate in programs that align to mission, vision, and values of the company ●
- Maintain fluent knowledge of the company's core products and services

WHAT YOU'LL NEED:

- Enrolled in a 4-year college program to earn a Bachelors or Masters
- Taken at least 1 full semester of programming
- Incredible written and verbal communication skills
- Ability to work well in a team setting
- Must be proactive

Executive Assistant Intern

ABOUT HQ:

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WHAT YOU'LL DO:

- Work with EAs aiding with day to day office operations.
- Perform various organizational tasks as needed.
- Run occasional errands.
- Provide administrative assistance, such as writing/editing e-mails and preparing communications on the executive's behalf, creating presentations/spreadsheets, etc.
- Maintain comprehensive and accurate records for personal and professional finances.
- Organize meetings, including scheduling, sending reminders, and organizing catering when necessary.
- Handle phone calls in a polite and professional manner.
- Welcome visitors and direct them to the appropriate meeting space.
- Manage executive calendars, including making appointments and prioritizing the most sensitive matters.
- Organizing travel plans and creating travel itineraries.
- Any additional tasks/research as needed.

WHAT YOU'LL NEED:

- Currently enrolled in a Bachelor degree program required
- Thorough knowledge and understanding of administrative principles
- A proactive and dedicated worker
- Proficiency in Google Drive and ability to learn other software programs
- Well organized and able to manage multiple projects simultaneously and effectively
- Works well under pressure and can meet tight deadlines with a strong sense of accountability
- Strong interpersonal and analytical skills with great attention to detail
- Reliable transportation
- Able to work independently and as a part of the team
- Highly organized, flexible and able to work in a fast-paced, deadline-driven environment

49 Financial
Field Operations Internship

Position Overview

The primary focus of the Field Operations Internship role is to operate as a generalist within the Field Operations team to support excellence in recruiting, testing, licensing, onboarding, advisor development, leader development, data, sales enablement and culture.

The right candidate will be well-rounded in being detail oriented on the small things so the data can be trusted on the big things, ensuring proactive and positive interactions, standardizing best practices while flexing with new innovations, solving problems big and small, questioning the status quo, and at times, being the face of the Operations team to new hires, advisors & leaders.

Responsibilities

- Coordinate meetings – both in person and virtual, using tools like Zoom & Outlook
- Maintain regular communications about ongoing projects & strategize on process & program improvements
- Assist in standardizing the programs by regularly documenting and following best practices, procedures and key learnings
- Work with the VP to set realistic deadlines and strategize daily, weekly, monthly and quarterly progress against the team objectives.
- Manage deadlines and progress to ensure work is delivered on time
- Ensure data is entered accurately for reliable programmatic metrics, as well as noticing when data “seems off”
- Has an evaluative and results-oriented mindset
- Ability to multi-task and meet deadlines in a dynamic and fast-paced environment, while maintaining high quality standards to meet company goals and objectives
- Communicates and works well with individuals, teams or groups in a respectful and honest way that reflects our core values

Required Qualifications

- Excellent verbal and written communication skills with a problem-solving attitude
- Attention to detail to ensure all specifications are met
- Problem-solving abilities to identify any challenges or inefficiencies for the best results.
- Knows when to escalate an issue and provide possible solutions
- Organization and time management to manage multiple tasks, sometimes for multiple projects, at once
- Good knowledge of Microsoft Office applications
- Exemplifies the values of 49 Financial

Preferred Qualifications

- Intermediate level experience with Microsoft Suite, particularly with Excel
- Strong interpersonal skills, ability to find win-win outcomes
- Track record of continuous personal and professional growth and education

49 Financial Recruiting Operations Internship

Position Overview

The primary focus of the Recruiting operations Internship role is to source new professional candidates for the business! The right candidate will be well-rounded in being detail oriented on the small things so the data can be trusted on the big things, ensuring proactive and positive interactions, standardizing best practices while flexing with new innovations, solving problems big and small, questioning the status quo, and at times, being the face of the Operations team to new hires, advisors & leaders.

Responsibilities

- Sourcing new financial professional candidates on LinkedIn
- Coordinate and schedule candidate interviews with the teams
- Send interview documents and confirmations to candidates
- Tracking and entry of candidate and interview data in Greenhouse (applicant tracking system)

Requirements

- Good organizational, time management and verbal/written communication skills
- Attention to detail
- Ability to manage multiple priorities at a time
- Ability to be creative with candidate sourcing strategies and work with the team to determine the type of candidate to look for
- Ability to work independently in a fast-paced environment
- Develop talent pipelines for future hiring needs.

Required Qualifications

- Excellent verbal and written communication skills with a problem-solving attitude
- Attention to detail to ensure all specifications are met
- Problem-solving abilities to identify any challenges or inefficiencies for the best results.
- Knows when to escalate an issue and provide possible solutions
- Organization and time management to manage multiple tasks, sometimes for multiple projects, at once
- Good knowledge of Microsoft Office applications
- Exemplifies the values of 49 Financial

Preferred Qualifications

- Intermediate level experience with Microsoft Suite, particularly with Excel
- Strong interpersonal skills, ability to find win-win outcomes
- Track record of continuous personal and professional growth and education



Sales Operations, Intern

About Homeward

Buying a home should be an exciting milestone. But all too often, it's stressful, especially in a competitive market or when you're buying and selling at the same time. So we're redesigning the homebuying experience. We're a fast-paced real estate startup that empowers agents to help homebuyers buy with cash. We buy homes on behalf of our partners' clients with our cash, then the client buys the home back from us.

Founder and CEO Tim Heyl, a 10-year industry veteran and owner of one of the fastest-growing agent teams in the country, started Homeward in 2018. In fact, he bought our first customer's home with his own life savings. Today we offer two services — Buy with cash and Buy before you sell.

We've raised more than \$160MM in equity capital from top-tier venture investors, including Norwest, Blackstone Alternative Asset Management, Adams Street, Javelin, and LiveOak. Our leadership team includes experts from the real estate, mortgage, and technology industries.

About the opportunity

We're seeking an Intern to assist our sales operations team in executing on our current goals and objectives. This is an exciting position as we are looking for someone who wants to roll up their sleeves and get their hands dirty!

This position is not eligible for visa sponsorship.

In this role you will

- Partner with our sales operations team to help deliver on goals and objectives.
- Work closely with the sales operations team and drive towards simple, scalable process-solutions for day-to-day problems for the sales team.
- Write and maintain documentation for sales operation

processes • Produce and maintain reports/dashboards that accelerate information-to-action at scale

- Assist in driving process improvement, adoption, and effectiveness
- Work with teammates to help Implement and manage sales automation tools to ensure the sales team have the tools they need to be successful

- Ensure data accuracy across all of our tooling platforms (Salesforce, Front, Dialpad, etc)

- Partner with peers to launch experiments and develop business cases for different revenue strategies for Homeward

What you'll bring:

- Confident and positive attitude with high resourcefulness and problem-solving skills

- Ability to work within ambiguity to get the job done (execution, execution, execution)

- Great communicator - propensity to translate technical information or complex concepts and speak to them in a clear and effective way to internal & external stakeholders

- Be a data junkie that knows what quality data means and help the team design & improve it

- Strong interpersonal skills

- This is a hands-on position; the ideal candidate must be willing to “roll up one’s sleeves”

Nice to have:

- Prior knowledge/exposure within the real estate industry

Our Values

THE GOLDEN RULE

Whether we're dealing with colleagues or customers, we follow The Golden Rule, treating others the way we want to be treated. It's a simple rule, but it's also significant: we don't prioritize money or growth over people, and we practice empathy at every opportunity.

CALM FOCUS

We work in tech and build solutions for real estate. Both are fast-paced and stressful industries. So it's important that we focus on the larger objective rather than rushing from one task to the next. If something is out of scope, we say "No." If something feels rushed, we pump the brakes. This calm focus helps us create solutions our customers love.

ONE TEAM, ONE DREAM

Big problems require big solutions. We look at our customers' experience holistically, and recognize that solving them requires collaboration across teams. This approach extends to cooperation among our three affiliate companies — Homeward, Homeward Mortgage and Homeward Title — and produces a more integrated homebuying experience.