

TARGET EXECUTIVE INTERN

The **Executive Intern** role is a 10 week paid (\$14 an hour) internship program that focuses on **leadership management**. An Intern will come into a target store and spend time with each **Executive Team Leader (ETL)** learning more about each area of the store and how each ETL leads their team. An intern will spend 1-3 days in each area with an ETL including, Logistics/supply chain, apparel/merchandising, guest service, human resources, security, food guest service, or general merchandise.

Along with viewing each ETL's area of the store, the intern will also learn how the entire store runs daily by shadowing and eventually taking **Leader on Duty** shifts (LOD). This is where one leader (ETL or intern) will be running the entire store for part of the day.

About 3 weeks into the internship, the intern will **identify an opportunity** in the store. They will then create a **Special Project** to fix this opportunity. The intern will be able to use store teams and resources to help plan and execute their project. **Interns will spend the rest of their internship executing their special project and taking LOD shifts.** At the end of the internship Interns will present their projects to Group leadership.

Interns will also see other **key parts of Target** including volunteer events to highlight our best in community effort, a distribution center tour, and fast fun and friendly event.

An Intern works about **40 hours a week**. This will include **1 closing weeknight** a week and **1 weekday and weekend day off a week**. This will also include **working every other weekend (Friday, Saturday, Sunday)**.

Interns report to a Store Team Leader (STL) and will be assigned a **Mentor** that will help them lead the team. The internship was created to give interns a realistic view of what being an ETL is like. At the end of the internship, based on performance, interns may be offered an ETL position to start after graduate! Most career paths are for ETLs to move into the STL role.