

# CESCI - Centre for Experiencing Socio-Cultural Interaction,

Natham- Madurai NH, Majagram, Kadavur, Chathirapatti (PO),

Madurai – 625 014, Tamilnadu, South India.

Ph: 85258 35218/9952116413 , Email: [cescimadurai@gmail.com](mailto:cescimadurai@gmail.com)

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## CESCI Internship Policy Document

CESCI (Center for Experiencing Socio-Cultural Interaction) is a not-for-profit organization located near Madurai, Tamil Nadu, in southern India. The center hosts training for social activists, providing a reflective and restorative environment to help them recover from the mental and physical demands of grassroots work. Rooted in Gandhian philosophy, CESCI is dedicated to supporting social change and the betterment of marginalized communities.

### 1. Purpose of the Internship Program

- To offer interns a hands-on experience in grassroots activism and sustainable social change.
- To align intern contributions with CESCI's mission of promoting social justice and nonviolence.

### 2. Eligibility Criteria

- Open to individuals passionate about social change and community development.
- Applicants should be enrolled in or recently graduated from an educational institution.
- Proficiency in English or Tamil is preferred.

### 3. Application Process

- Applicants must submit:
  - A completed application form
  - A detailed resume or CV.
  - A statement of purpose outlining their interest in the internship and alignment with CESCI's objectives.
- Shortlisted candidates will be invited for an interview.

### 4. Duration and Timing

- Internships are offered for durations ranging from 1 to 3 months (Indian) 2 to 6 months (International)
- Flexible schedules can be accommodated based on project and intern needs.

### 5. Roles and Responsibilities of Interns

- Assist in organizing and facilitating training programs for social activists and grassroots workers.
- Support CESCI's initiatives related to education, awareness building, and communication.
- Support CESCI to upgrade its digital platforms such as website, social media, etc.
- Conduct research and documentation to enhance the quality of CESCI's development projects.
- Uphold CESCI's values and maintain confidentiality in all tasks.
- Prepare a report summarizing contributions and learnings at the end of the internship.

### 6. Supervision and Support

- Interns will be assigned a mentor for guidance and feedback throughout their tenure.

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- Regular check-ins will ensure that interns receive the necessary support to meet their objectives.

## 7. Code of Conduct

- Respect CESCO's commitment to diversity, inclusivity, and nonviolence.
- Exhibit professionalism and maintain ethical standards in all activities.
- Adhere to CESCO's policies and workplace safety guidelines.

## 8. Benefits for Interns

- Immersion in a transformative environment inspired by Gandhian principles.
- Development of skills in grassroots activism and social project management.
- Networking opportunities with social activists and NGOs.
- A certificate of completion to acknowledge successful participation.

## 9. Stipend and Expenses

- Internships may be unpaid or provide a modest stipend, depending on project funding.
- Accommodation, food and travel arrangements will be discussed during the selection process.

## 10. Termination Policy

- CESCO reserves the right to terminate an internship for non-adherence to policies or unsatisfactory performance.
- Interns may also terminate their engagement by providing a two-week notice.

## 11. Feedback and Evaluation

- Interns are encouraged to provide feedback on their experience.
- A formal evaluation will be conducted to assess the intern's contributions and overall performance.

## 12. Contact Information for queries or further details, please contact: **Mr. K. Biju**, Executive Director

- Email: [cescimadurai@gmail.com](mailto:cescimadurai@gmail.com)
- Phone: 85258 35218/9952116413
- Website: <https://www.cesciindia.in/>

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Acknowledgment By signing below, interns confirm their understanding and acceptance of the CESCO Intern Policy.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_