

Education is ever-evolving. And so are we.

We seek passionate people from diverse backgrounds who are committed to helping improve the work of schools as a trusted partner in advancing learning. By joining the Cognia team, you will be immersed in a community of energetic and resourceful people dedicated to a common vision to impact and inspire education providers to advance and enable pathways of success for all learners. At Cognia we have developed a holistic approach to education that empowers schools to create real outcomes and optimize learning for students of all backgrounds, servicing more than 36,000 institutions, 5 million teachers, and 25 million students in 85 countries. When you join Cognia, you join a team of experts passionate about our mission and embracing our core values in everything we do.

Content Development Internship Program

Cognia is granting up to four (4) paid internships for students currently working toward an undergraduate or graduate degree in education. Undergraduate interns shall be in the third or fourth year of their course of study. The program is designed with several primary goals:

1. To provide interns with an in-depth knowledge and understanding of the daily activities of content development and other educational improvement activities at Cognia
2. To provide Cognia with the benefit of the interns' backgrounds, in order to promote increased diversity, equity, inclusion, and increased cultural relevance and responsiveness in the materials Cognia produces
3. To provide interns collaborative experience with developing assessment materials
4. To partner with a Cognia staff member or members on research related to content development or equity in assessment; one of the four internships will have a focus on accessibility in assessment for students with disabilities
5. To expose interns to additional career paths in education and, in particular, opportunities within the Cognia community

During the intensive 10-week program, interns will work closely with members of our Learning Group to further the interns' understanding of the role of content development in assessment and education improvement. The internships will be designed as remote-based positions. Pending suitable conditions, at least one trip to one of the Cognia campuses (Dover, New Hampshire, or Alpharetta, Georgia) will be planned, with customary and reasonable costs covered by Cognia.

The 10-week internship will encompass:

- Opportunities to work with Content Development Managers and other team members in the development of assessment materials, including robust training and feedback
- Regular Zoom meetings and a possible onsite meeting to discuss actionable approaches to increasing diversity, equity, and inclusion in assessment, as well as regular meetings to set goals and evaluate progress
- A series of seminars from Cognia staff designed to provide knowledge about the educational testing industry and Cognia's education improvement activities
- An opportunity to collaborate with Cognia staff on research in the assessment field
- The 10-week internship is planned for June 6 – August 12, 2022, with a willingness to provide some small flexibility around those dates. Interns will work an average of 32 hours per week.
- Interns will be loaned a Cognia laptop to facilitate access to content development resources.

Paid Internship Information:

Cognia will pay each intern an hourly rate based on education completed and any relevant experience, for up to 320 total hours of work.

Deadline for application: April 6, 2022

Eligibility:

Eligible candidates will be enrolled in a graduate program or in the third or fourth year of an undergraduate program in an education-related field, with a demonstrated emphasis in one or more of the following content areas: English language arts, mathematics, science, social studies. For the internship focusing on accessibility for students with disabilities, coursework related to special education is required.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy-related conditions), sexual orientation, gender identity, marital status, national origin, age, physical or mental disability, citizenship, protected veteran status, genetic information or any other characteristics protected by local, state, or federal laws, rules, or regulations. Cognia is an Equal Opportunity Employer, and is committed to Diversity, Equity, and Inclusion.