



Guidelines and Frequently Asked Questions for ASPIRE Intern Applicants

The Allen Institute's **A**dvancing **S**cientific **P**otential through **I**nternships, **R**esearch, and **E**ducation (ASPIRE) Internship program is a year-long postbaccalaureate internship designed to provide mentorship and on-the-job experience for those who have recently completed a bachelor's degree and are interested in pursuing advanced STEM education or a career in life sciences research, science-support, or other STEM-related administrative careers.

Each intern will own a project that seeks to address a specific research question, scientific problem, or administrative challenge, and they will be paired with a primary mentor who will assist the intern in their career development and help bring them into the Allen Institute community. New interns will start their roles in June or July and wrap up with a capstone presentation the following May.

Allen Institute will post 2026 ASPIRE Intern roles the week of December 15, 2025.

- The last day applications will be accepted is January 12, 2026
- Allen Institute offers several start date options in June and July 2026 to support recent graduates in preparing for their transitions. Applicants must start on a Monday
- The program will conclude at the end of May 2027
- Interns are expected to work 40 hours a week throughout the entire period

2025 intern projects include:

- Investigating the role of the nervous system in lymphocyte development
- Designing and prototyping of rapid upload options to a cloud-based data tracking system
- Developing a modeling framework to infer cell-to-cell interaction potential
- Leveraging machine learning to improve transmission electron microscopy images
- Evaluating multi-modal models of single cell resolution datasets
- Applying AI models to immune cell datasets to uncover human immune variations

Eligibility

- Must have completed a bachelor's degree prior to the start of the program, and no earlier than December 1, 2023, and must not have an advanced degree in field relevant to the role/project
- Must be able to start in June or July 2026 and commit to the full program duration, ending May 28, 2027
- Must be authorized to work in the U.S. for the program duration
- Must be 18 years of age or older

Intern Activities

In addition to working with colleagues across the Institute, interns will have the opportunity to participate in fun activities and workshops, attend lectures, and present their work at the end of the program period.

Compensation

ASPIRE Interns will receive \$29.35 per hour (\$61,048 per year, assuming 40-hour work weeks), plus benefits.



Benefits

ASPIRE Interns will receive the same benefits as full Allen Institute employees. Highlights include:

- Employer-paid healthcare plan options
- Ample time-off, including paid winter break
- Fitness and wellness membership reimbursement
- Subsidized transportation/commute options
- Student loan support and learning and development resources

Housing and Travel

All ASPIRE Interns are expected to work onsite at our Seattle, WA, location throughout the program. The Allen Institute offers a modest relocation stipend (subject to standard tax withholdings) to be used toward housing and travel costs for interns who need assistance with the cost of moving to Washington State.

How to Apply

- Navigate to the Allen Institute Internship programs page and search for roles with 'ASPIRE Intern' included in the job title. If a role does not include 'ASPIRE Intern' in the job title, it is not part of this program
- Complete an application through the career portal
- The application will prompt you to submit a resume and a 300-500 word personal statement addressing the following topics:
 - Why you are interested in working at the Allen Institute
 - Why you are interested in the ASPIRE Internship program and how this opportunity will be meaningful to you and your career
 - Why you are interested in the specific project for which you are applying
NOTE: We recommend writing separate personal statements for each role/project for which you are applying
- The last day applications will be accepted is January 12, 2026



FAQ's

Can I apply to more than one ASPIRE Intern position?

Yes, you can apply to multiple intern openings. You will need to complete a separate application for each position, and you should tailor your personal statements for each role/project.

Will I receive confirmation that my application has been received?

Our application system (ClearCompany) will generate an automated response confirming receipt of your application. Check your spam or junk folders.

When will I be contacted for an interview?

The last day applications will be accepted is January 12, 2026. Should you be selected for next steps, you will be contacted by a recruiter in January or February. The estimated timeframe for the interview and selection process will be from the date you applied through March 31, 2026.

What is the interview process like?

You will be contacted by the primary mentor or a Talent Acquisition team member if you are selected to interview. You should expect to have virtual interviews with the primary mentor and one or two other members of the hiring team.

Do you provide visa or immigration assistance?

At this time ASPIRE Interns must hold valid authorization to work in the U.S. for the program duration. The Allen Institute will not provide visa sponsorship for this program.

I will graduate from my educational program in May/June of 2026. Can I still apply for an ASPIRE Intern position?

Yes, 2026 graduates will be considered. You must have completed your bachelor's degree by the time you would begin with the Allen Institute in June or July 2026.

I received my bachelor's degree before December 1, 2023. Can I still apply?

We are only accepting applications from candidates that have graduated with their bachelor's degree after December 1, 2023. You are welcome to apply for one of our permanent roles, however.

I have a master's degree or am currently enrolled in a master's program. Can I still apply?

This program is intended to target those for whom this experience will greatly benefit their careers in life sciences research, science-support, or other STEM-related administrative careers. If your master's degree is in a field relevant to the work that the role/project will entail, we recommend applying for one of our permanent roles.

Additional Inquiries

Due to the large number of applicants and inquiries, we will be unable to respond to individual inquiries about the status of your application. The Allen Institute main phone number will not be routed to the Talent Acquisition team. Should you be selected for an interview, a team member will reach out to you directly using the contact details you submit in your application.