



FAQ

Internship Programme Croatia

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1 Application

- **What information should I include in my CV?**

We want to learn about your experience, even if it's not IT-related. If you are a student with no work experience, please highlight your studies, courses, accomplishments, projects, and the skills you have gained. We really want to learn more about your interests and motivation.

- **I have submitted my application. Now what?**

Once you apply for a position, we follow this process:

CV Screening – we review your application to see if it matches our requirements.

Interview – an in-depth conversation where we'll get to know you better, explore your technical knowledge, and talk about any projects you've worked on. It's also your chance to meet some of our team members and Talent Acquisition, and to learn more about who we are.

Decision – we'll inform you of the outcome as soon as possible.

**If you're applying to the Data/AI programme, the process starts with CV screening. Next, we'll send you a technical assignment to work on at your own pace. Once you've submitted your solution, the following step is an interview, where we'll go over your work together, get to know you better, and give you the chance to learn more about us too.*

- **What if I am from abroad? Would I need to relocate?**

Because of legislative constraints, we are unable to offer remote internship opportunities for candidates living abroad. You can apply if it is your intention to relocate to Croatia indefinitely once the internship starts.

- **Can I apply if I have never worked in IT?**

Yes, by all means. If you have the minimum requirements listed in the job description, we encourage you to apply regardless of your previous work experience.

- **Can I apply if I am in college/high school?**

We encourage you to apply if you are a fresh college graduate, student in the last year of University or enrolled in a Master Program.

- **What is the required English level?**

Please consult the job description as the English level differs for each position. Generally, for most internship roles, the B2 level is the minimum requirement. We need you to be able to understand the information provided to you in English, have a conversation using vocabulary and be able to participate in written conversation.

- **Does my age/sex/religion influence my candidacy in any way?**

We are committed to a policy of equal employment and will not discriminate against an applicant based on age, sex, sexual orientation, gender identity, race, colour, creed, religion, national origin or ancestry, citizenship, marital status, familial status, people with physical or mental disabilities, pregnancy, or any other category protected under the laws we operate under. We are an equal opportunity employer and are committed to a diverse workforce.

2 Selection

- **How can I prepare for the interview?**

The golden rule for a well-prepared candidate is to review the job description and do some research on our company. Just as importantly, let your motivation come through by showing your drive to learn new technologies and continuously develop your skills in that direction. Make sure you can also walk us through your skillset and the projects you have worked on, highlighting your contributions along the way.

- **What is the format of the interview?**

The interview is online with our team members from Endava offices in Zagreb, Split or Osijek. You will typically meet with one or two technical interviewers and Talent Acquisition Specialist.

- **How much time will the interview take?**

On average, the interview lasts up to 30-45 minutes.

- **How will you test my knowledge? Will I be given any coding exercise?**

Be prepared to demonstrate your theoretical knowledge by answering theoretical and practical questions. If you're applying to the Data/AI programme, we'll share a technical assignment with you, and afterward we'll go over your solution together in an interview.

- **How soon will I know if I am accepted?**

Your recruiter can help you understand the specific timeline for the opening you have applied for. You should hear back from them with a status update within two weeks of your interview; however timelines may differ depending on position.

- **Is theoretical knowledge enough to pass the interviews?**

While candidates with both theoretical and practical knowledge may have an advantage, what truly matters to us is your motivation and willingness to learn. So, if you haven't yet had the opportunity to gain practical experience, don't let that discourage you from applying. We are looking for motivated individuals who are eager to learn and grow.

3 Internship

- **Does the internship offer a flexible schedule?**

On average, you'll be dedicating about 6 hours per day, 5 days a week, over a 3-month period. However, the schedule is flexible, so you can adjust it if you have, for example some university commitments.

- **Is the internship offline?**

The internship is exclusively on-site, at the Croatia Endava offices in Zagreb, Split or Osijek. You are expected to come into the office 5 days per week.

- **How long does the internship last?**

The internship lasts three months, Monday to Friday.

- **Is the Endava internship paid?**

Yes, Endava internship is a paid opportunity where you will get a real, hands-on chance to expand your knowledge, meet and shadow senior and experienced colleagues, and grow your network.

- **What are the daily activities of an intern?**

Interns actively participate and interact with mentors, trainers and fellow interns during daily stand-ups, and work on tasks that should be delivered for our live projects as part of their learning path. In the process, they learn how to be a team player, apply the theoretical knowledge they have gained and familiarize themselves with the processes. They also get to improve their communication and presentation skills.

- **Will I have a mentor?**

Yes, every intern is assigned a mentor, who will guide them in their professional development during the internship.