

HERIZON INTERNSHIP PROGRAM

FALL 2025



HIP BRIEFLY

In the Herizon Internship Program (HIP), the students will learn:

1. Essential working skills that are crucial to succeed at work in different organizational structures and expand your professional network in the local job market.
2. To develop an awareness of how, through sustainable goals, experimenting and continuous iteration and testing, companies get results to build on.
3. To identify enablers, bottlenecks and barriers to solving problems within real-world projects, organizations and teams.

Roles vary, but the key element is the **open-mindedness** to constantly iterate and test.

Learnings and progress are based on all three points above ^^

↔ TRACKS & ROLES

IT & Engineering Students

 Development & product
(i.e. website, mini products, features)

 Automation & analytics
(i.e. CRM automation, data analytics)

 UI/UX projects
(i.e. customer journey-related or design in other ways)

 Mechanical engineering projects
(i.e. design, develop, and analyze smart and sustainable products by selecting the right engineering materials and processes)

Business Students

 SEO & keywords research and optimisation

 Different marketing activities and market research

 Outbound activities, like market expansion

INTERNSHIP PROGRAM STRUCTURE, 15 ECTS (400 H) = BOOTCAMP (40 H) + WORKING IN A COMPANY (360 H)

1

SELF-STUDY BOOTCAMP
2 weeks

2

MATCHING

3

WORKING IN A COMPANY
10-12 weeks

✨ **We prepare you for real-world work**

✨ We assess your skills and readiness for the workplace

✨ We match you to a project on our platform

✨ **A real-world project in a company**

✨ Reporting (bi-weekly)

✨ Review sessions (bi-weekly)

✨ Offboarding

1 THE BOOTCAMP – 40 H OF WORK WITHIN 2 WEEKS

If your application for the program is approved, you are accepted to a 2-weeks bootcamp. During this time:

- You have lessons to watch and assignments to complete to assess your motivation, working life skills and thinking skills. We support you throughout this process, with open doors for your questions.
- There are assignments on both weeks with certain deadlines and you're gathering points for completing them. You need to gather a certain amount of points to be accepted to the 10-12 weeks internship in a SME (small/medium-sized) company.
- The bootcamp tasks are meant to take time during the 2 weeks; **it's the time when you can see if you have time to participate in this internship or if your schedule is too full right now to start the internship with a fast-paced company. If your schedule is too full, be open about it – you can opt out now and join again later.**

2 THE MATCHING

If the students pass the Bootcamp successfully, they are moved to the intern talent pool to be matched with a company.

Students:

- Fill their profiles on Herizon Matcher platform.
- See internship offers and accept one by a given deadline. Note: the same offer can go to more than one student, the first one to accept the offer – gets the position.
- Stay in the talent pool until matched and update their profiles if needed.

Companies:

- Browse students' anonymous profiles.
- Invite students to a session to meet each other – for a “vibe check” – if needed.
- Offer internship positions to students.

3 INTERNSHIP IN A COMPANY

Internship 10-12 weeks

After the student is matched:

- The work placement agreement is signed. ⚠️ **Important note: Interning in a company takes 30-40 hours (4-5 full days) per week.**
- The student starts working for the next 10-12 weeks with their matched company for a total of 360 hours.

Herizon supports students in the internship in various different ways:

- Bi-weekly review sessions and reporting
- LinkedIn Bootcamp
- Herizon Resources



KEY RESPONSIBILITIES FOR INTERNS

→ **Actively working on the project deliverables**

- Have **at least 30 hours** (or more) per week for the internship work
- Take action on investigating, producing, automating, building – whatever could solve the problem and/or the entrusted task
- Add it to the reporting dashboard regularly

→ **Bi-weekly report shared with Herizon & the Company:**

- What happened since the previous update (results/learnings/new knowledge/insight), reflection and analysis
- What we should test / work on next to bring the deliverables closer?
- Is there a bottleneck or help needed from someone else in this?

→ **Participating in Herizon's review sessions that support their journey and solving bottlenecks**

→ **Keeping active track on their tasks and hours in the reporting dashboard – so used time is transparent for all the parties**

BE CURIOUS

→ You are in this program to learn -> We encourage you to ask a lot of questions, be curious and learn by doing and testing bravely.

→ **There are no dumb questions!**

→ You have the entire Herizon community and expert network to help you on your learning journey. -> Use provided resources to learn more and build your professional network.

CORE VALUES OF THE INTERNSHIP PROGRAM

Dare to disrupt

= The value of internship is to observe and ask a lot. Your role is to dare where the company hasn't yet.

Be brave

= Fear, doubts and pressure happen. Be brave in bringing up blockers and bottlenecks, be brave to not have all the answers. You're here to learn and help the company learn.

Follow curiosity

= See something weird? Why is weird? What's the root cause? Be curious and follow curiosity and you'll be sure to find something to fix.

Take responsibility

= As a intern you're responsible for open, transparent and honest communications. This means you own driving the project including reporting, asking questions and anything else that you and the program need to understand progress or the lack of.

Trust the process

= We follow the Growth Hacking framework because it works. It might take time to see progress but stay consistent and learnings will start to accumulate and progress will follow.

THAT'S ALL!

We hope to see you soon in the Herizon Internship Program!

Let's go 



Daria

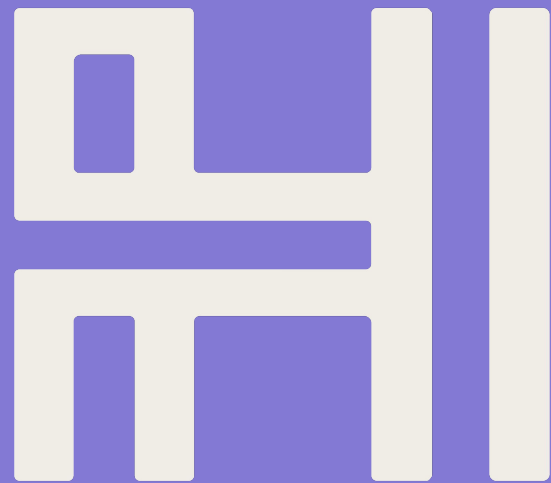
Project Manager for HIP

**Your first point of
contact in all questions**

WHEN IN DOUBT

Have a question, worry or feedback? —

Be open about it and
→ **contact Daria, daria@herizon.io**



HERIZON