



RIS INTERNSHIP – CALL FOR APPLICATION OF STUDENTS

RIS Internship Programme 2023
Open from 01/02/2023 to 31/10/2023

















1







KAVA Reference: 21003 - RIS-Internship. RIS Internship programme: broadening University-Business Cooperation

Coordinating partner opening the Call: University of Zagreb – Faculty of Mining, Geology and Petroleum Engineering (UNIZG – RGNF)









Content

1.	PROJECT INFORMATION	3
	1.1. Short description and background	
	1.2. Project Consortium	4
2.	RIS INTERNSHIP PROGRAMME	4
	2.1. Organization and structure	
	2.2. Purpose of the Call	6
3.	APPLICATION PROCEDURE	7
	3.1. Manner of application	7
	3.2. Evaluation - criteria	8
	3.3. Selection – "matching" process	10
Α) PROCEDURE AND TIMEFRAME FOR THE SELECTION	10
В) OUTCOME OF THE SELECTION PROCESS	10
С) Training process for interns — competency assessment	11
	3.4. Obligations of the intern	11
	3.5. Rights of the Interns	12
F	INANCIAL SUPPORT	12
	OTHER RIGHTS	
4.	ANNEX – PREVIEW OF APPLICATION FORM	14





2





1. Project information

1.1. Short description and background

RIS Internship programme runs as an approved EIT RawMaterials project from the 1st of January 2022 until the end of 2024. It is based on a successful <u>ADRIA Internship programme</u> (2019-2021) launched by EIT RawMaterials Hub Regional Center Adria that included **Albania, Bosnia and Herzegovina, Croatia, Montenegro, North Macedonia, Serbia, Slovenia.** The territorial reach of the new project is extended to the newly joint East European RIS countries: **Bulgaria, the Czech Republic, Estonia, Greece, Hungary, Latvia, Lithuania, Poland, Portugal, Romania, Slovakia and Spain.**

The main purposes of the Internship programme are the following:

- to improve professional opportunities for the students of raw materials sector related studies in Eastern and Southeastern Europe,
- to enable early cooperation between the students and the industry, thus familiarizing the future young professionals with real-life challenges,
- to establish valuable connections between the educational institutions and the industry, thus helping to build more market compliant educational programmes in the future.

During the three years of pilot programme implementation, around 70 individual internships were completed in total duration of 113 months, involving more than 43 different organisations. More about the previous programme can be found here: https://www.eitrawmaterials-rcadria.eu/rcadriainternship/application.

New RIS Internship project aims to implement a sustainable and structured RIS Internship Programme for East European RIS and EIT-Raw-Materials-labelled students, thus increasing students' entrepreneurial and business skills, broadening the University-Business Cooperation activities in the RIS region, boosting the employment of the RM graduates within the hosting organizations and leveraging the regional brain drain.

During the next three years of project implementation...

- ... 367 students will conduct an internship in 300 companies.
- ... 21 matchmaking events for students and hosting organizations will be organised.









- ... 637 individuals (students and industrial supervisors) will be trained via online webinars.
- ... 25 students (interns) will be employed by their internship organisation.

1.2. Project Consortium

RIS Internship Consortium gathers ten partnering institutions, eight of which are registered in RIS countries:

- University of Zagreb Faculty of Mining, Geology and Petroleum Engineering (UNIZG-RGNF)
- National Technical University of Athens (NTUA)
- Technical University of Kosice (TUKE)
- Technische Universität Bergakademie Freiberg (TUBAF)
- University of Liège (ULiege)
- University of Miskolc (UM)
- Wroclaw University of Science and Technology (WUST)
- Slovenian National Building and Civil Engineering Institute (ZAG)
- Spanish National Research Council (CSIC)
- National Research Council of Italy (CNR).

2. RIS Internship programme

2.1. Organization and structure

The lifecycle of RIS Internship Programme starts with launching the Calls for applications. Within the project duration, Calls for applications are envisaged as follows (the Programme managers maintain the right to change the schedule):

Table 1. Preliminary dates of the calls planned (can be changed during the project implementation)

Calls	Launching of the Call (start date)		Duration of the Call (end date)
Calls	Date	Responsible partner	Duration of the Call (end date)
Call for organisations	28/02/2022		until 31st October 2024
Call for students 2022	01/06/2022	UNIZG-RGNF	until 31st October 2022
Call for students 2023	31/01/2023		until 31st October 2023
Call for students 2024	31/01/2024		until 31st October 2024

All calls will be published on the Programme website (Figure 1).





4





First, organisations apply throughout the whole project duration (2022-204) via an online application form available on the website. Applied and approved organisations enter the open database (Pool of organisations), providing all relevant information online for the potential interns to explore. The database is managed and maintained by the RIS Internship Consortium.

Students can read the descriptions of all organisations and see the details of internship opportunities and submit their application for the most suitable one (and up to two alternative options). Once the student's application is approved as eligible, the student is directed to complete obligatory online training (webinar and questionnaire) prepared by the Consortium. Student's application is forwarded to the organisation of his/her first choice, which has a decision deadline of 7 days. Matchmaking of the students and organisations is managed by the RIS Internship Consortium via an interactive online platform. An interactive online platform is launched on 1st February with the main purpose to ensure the smooth internship implementation by automizing processes of students' application and student-organisation matchmaking. Nevertheless, due to the early start of an open call for students and simultaneous enabling of the online platform, further upgrade is needed. Thus, in the period from March to April we are planning to upgrade the platform with additional functionalities to support the parallel and expected increase in the number of applications – students or organisations wise – after intensifying our programme promotional activities.

After a match between a student and an organisation is made, two contracts are signed: one between the Programme management (UNIZG-RGNF) and the student, and the second one between UNIZG-RGNF and the hosting organisation. On the basis of the contracts signed, funds are awarded to the student (see Section 3).

After the completion of an individual internship, a report is submitted by an intern to the Programme managers (using a predefined template). Both the intern and the respective supervisor answer an online survey assessing their cooperation and other elements of the Programme. The results are used to monitor and improve the quality of the programme.







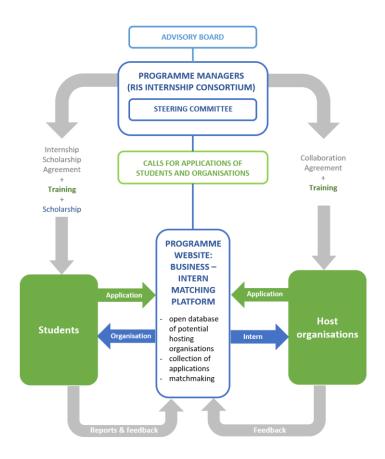


Figure 1. Scheme of the RIS Internship

2.2. Purpose of the Call

The purpose of this Call is to recruit students from the Eastern and Southeastern Europe (in further text: RIS Region), willing and eligible to become 2023 interns and implement the internship in a duration of one, two or three months.

All the students applying to be considered as interns in the 2023 RIS Internship programme must comply with the following requirements:

- submit a complete application with the attachments required by this Call,
- meet the eligibility conditions for becoming a RIS Internship intern,
- be willing to carry out the internship within the year 2023 exclusively in the organisations listed in the 2023 Pool of organisations,
- be willing to provide necessary information and/or to have an (online) interview with the representatives of the chosen organisations during the selection procedure.









Important: Students have to answer the call and apply during the year in which they would like to implement their internship (2022, 2023 and/or 2024). Their application is valid only in the respective year and the internship has to be completed in that same year (by the 31st December at the latest). Call for application of students in 2024 will be issued in late January of that year.

3. Application procedure

3.1. Manner of application

The applications of the students are accepted starting from

1st February 2023 until 31st October 2023 (until 23:59 CET).

The applications are submitted via online form accessible through the profile webpages of organisations listed in the 2023 Pool of organisations or via application form Apply now.

The steps of the application process are the following:

a) Exploring the 2023 Pool of organisations

Students are invited to explore the list of organisations that have applied to become hosts in the 2023 RIS Internship programme, thus selecting the organisation(s) that are most aligned with their needs and preferences. We encourage the students to take this step seriously because there are many organisations that have joined with the aim to recruit future employees.

b) Selecting the preferred and additional options – no need to apply right away

Student must choose at least one organisation from the list to be considered for internship by the Programme management board. There is also a possibility to select one or two reserve options, but it is not mandatory. Only the organisations from the Pool of organisations can be selected by the students for their internship. The list of organisations will be continuously updated. Therefore, if the organisation that the student is targeting is not currently on the list or if they currently don't see a good match among the organisations in the Pool, student can apply for the 'waiting list' – whereby their application will enter the database and they will receive email whenever a new hosting organisation enters the Pool. Application is considered completed only after at least one organisation is selected.

c) Submitting the Application form





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The Application form must be filled out and submitted online and can only be accessed at the website. Once the student clicks Apply now, he/she will be redirected to the interactive platform and receive credentials (username and password) upon submitting the application form. With these credentials, applicant will be able to enter his/her profile at any time, modify personal data if necessary and check the status of application. After each step, applicant will be informed via email. Only complete applications (containing all required documents as attachments), submitted via an online form and within deadlines, will be considered.

d) Uploading the required documents

When filling out the Application form, the students are obliged to enclose (upload) the following documents (in *.pdf format):

- scan of the acquired bachelor's degree
- scan of an official confirmation of the student's enrolment in the master's study programme
- scan of an official Grade Point Average (GPA) calculation
- CV in any form
- scan of the student's passport (non-EU citizens) or ID (EU citizens).

Optionally, the students can also enclose:

- scanned evidence of B2 or higher English language proficiency
- certificate proving computer skills
- scan of the written and signed recommendation of a university professor but <u>only</u> in the case if the student's GPA is below the required threshold (see point 3.2.b. for additional information)
- publications or evidence of academic awards (if any).

Please note that it is not necessary to submit all the documents in English, they can be in the official language of the institution that issued them. In that case, they will be verified by project partners from the country of applicant so it might make the process longer. If you submit all documents in English, they can be evaluated faster and we strongly recommend it. Please note that all other information provided in the application form, further communication with the Programme administration, contracting and reporting need to be carried out in English.

3.2. Evaluation - criteria

After receiving the application of a student, UNIZG-RGNF will conduct an evaluation based on the three main criteria groups:

a) Administrative criteria









The completeness and clarity of the submitted application are assessed. In this phase, potential clarifications might be requested from the applied student by the UNIZG-RGNF.

b) Eligibility criteria

To participate in the RIS Internship programme, the student must meet the following requirements for which the proof has to be submitted during the application process:

- Student should have a bachelor's degree from a relevant scientific field.
- Student must be enrolled in the master's study programme of the relevant scientific field. ¹
 Student must not have graduated before or during the course of the Internship.
- The university at which the student will acquire his master's degree needs to be located within the RIS region as defined by EIT RawMaterials i.e. Bulgaria, Croatia, Czech Republic, Estonia, Greece, Hungary, Italy, Latvia, Lithuania, Montenegro, North Macedonia, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Turkey, Ukraine. Eligibile are also students enrolled in one of the following EIT labeled Master programmes: EMerald, AMIR, SINReM, as well as students from Albania and Bosnia and Herzegovina.
- Within the bachelor's study programme, the applicant should have had obtained a **minimum** average grade (GPA) required by the RIS Internship Programme. Minimal required GPA is defined in relative terms and is 60% of the maximum possible GPA that a student could achieve during a bachelor's study programme completed (e.g. in a grade system 1-5, 3 is the minimum required GPA). Evidence to be accepted: a GPA cetificate issued by an institution that implemented the study programme.

If an applicant does not meet the GPA threshold, she/he can still be eligible for Internship, but must submit one written and signed recommendation from a mentor, teacher, or supervisor from the student's home university. The signee of the statement must describe the circumstances based on which he/she can recommend the student in question. In the absence of the written recommendation, a student with a GPA lower than the required minimum cannot be awarded with the internship.

Student should have a minimum B2 English language proficiency level.

Even though the certificate is not required to participate in the internship itself and the internship can be performed in local language, it is necessary for the intern to have at least B2 level because the Internship programme is administered in English. It means that the calls,

¹ Core study programmes accepted by the RIS Internship Programme are mining, geo-sciences and geotechnology, geo-sciences, material science, extractive waste management, and metallurgy and recycling. It should be noted that other fields of study are not excluded (e.g., chemistry, environmental engineering, geography, ecology, economics, mechanical engineering etc.). However, an evidence of a relation between the interests/study field of the student and the Strategic objectives of EIT RawMaterials must be provided in the motivation letter, which is an object of further evaluation.









agreements and reports of students must be written in English. It will be appreciated if the students encloses certain evidence of English proficiency.

The evaluation based on the eligibility criteria is carried out immediately upon receiving the application of the potential Intern, but after confirming the completeness of the received application. If all eligibility criteria are met, the applicant will be considered for Internship in the chosen organisation(s). The student will be informed about the eligibility of his/her application up to 7 days from submitting the application.

3.3. Selection – "matching" process

a) Procedure and timeframe for the selection

Each organisation has 7 days to make the decision about accepting the applicant (accept/reject). By clicking *Under review*, organisations may prolong the decision deadline to maximum 14 days. This means they are interested in accepting the student, but need to do more internal arrangements beforehand.

Timeframe for processing of the applications received

Activity	Deadline
Confirmation of the application receipt	Immediately after admission
Assessment of the application (validation of eligibility)	7 days after the receipt of the application
Forwarding the application to the organisation of 1st	Immediately after application is assessed as eligible (except
choice	in the cases of waiting list)
Decision of acception/rejection by the organisation of	7 days (with possibility to extension to 14 days) upon receipt
first choice	of application
Decision of acception/rejection by the organisation of	7 days (with possibility to extension to 14 days) upon receipt
second choice*	of the application
Decision of acception/rejection by the organisation of	7 days (with possibility to extension to 14 days) upon receipt
second choice*	of the application
Descible start of the internehingunan acception by the	Anytime (based on the agreement between the student and
Possible start of the internship upon acception by the	organization; only if both intern and supervisor completed
organisation	the competency assessment and signed the agreements)

^{*}only in cases where the applicant a) indicated other choices and b) has been rejected by the organisation of first choice.

b) Outcome of the selection process

If an organisation accepts the student as an intern, an Internship Scholarship Agreement between the student and the Faculty of Mining, Geology and Petroleum Engineering at the University of Zagreb will be signed. The agreement will define the obligations and rights of the accepted Intern.









Intern will receive the funding (3.5.b.) within 30 (calendar) days after the signature of the Agreement. Since all payments are made by UNIZG-RGNF, internal regulations of Croatian Tax Administration oblige us to provide personal tax number (OIB) of foreign citizens to whom the payments are made. In order to do that, all non-Croatian citizens are asked to provide two documents whereby they give us their permission to obtain OIB on their behalf.

c) Training process for interns – competency assessment

Once the application is assessed as eligible, the applicant has to go through the training webinar (30 minutes long) after which they take a short test. Applicant has 7 days to complete the competency assessment and cannot start the internship if the competency assessment is not successfully passed.

Please note: The application itself does not result in an obligation to implement an internship, or any other obligation. Student has the right to terminate his/her participation in the RIS Internship Programme (withdraw application) only **before** the signing of the **Internship Scholarship Agreement**, by sending a written request to the Programme managers (application withdrawal). Once the payment has been made to the student following the signature of Internship Scholarship Agreement, if the student withdraws his/her application, he/she is obliged to return the money.

3.4. Obligations of the intern

The Intern is obliged to:

- 1) Implement the awarded internship in line with the Programme requirements, the Internship Scholarship Agreement, and the internal rules of the host organisation, while achieving the following learning outcomes:
 - A) Problem solving
 - o identifying set of methods and procedures for specific tasks/cases
 - o evaluating success rate of various methods and procedures
 - o application of theoretical knowledge to a specific practical project tasks/case
 - o conduction of specific project tasks/case independently
 - B) Engineering skills
 - o identifying professional responsibilities towards environment, health and safety
 - o evaluating sustainability of the proposed methods and procedures
 - o identifying rationale and pragmatic solutions to a specific project tasks/case
 - C) Communication skills
 - o using appropriate terminology when writing and speaking











- active listening
- D) Teamwork
 - o taking responsibility and carry out agreed tasks,
 - o negotiation, asserting one's own values and respecting others.
- 2) **Notify UNIZG-RGNF** about any changes affecting the eligibility of the student to participate in the Programme (e.g., signing a permanent employment contract, inability to be present physically in the premises of the host organisation, acquiring a master's degree etc.)
- 3) **Report to UNIZG-RGNF** about the course of the internship. The reporting is done following the template provided by the RIS Internship Programme management board. The report has to be submitted up to 5 (calendar) days after the last day of the approved internship.
- 4) **Evaluate** the experience of working with the supervisor as well as experience with the programme in general. The evaluation is carried out on a form designed by UNIZG RGNF. The deadline for the delivery of the evaluation form is 5 (calendar) days after the last day of the approved internship.
- 5) **Communicate with the staff of UNIZG-RGNF** and provide the information about the course of internship, as requested.

All activities need to be completed by the 31st of December 2023.

3.5. Rights of the Interns

Financial support

The Interns will receive funding via UNIZG-RGNF, coordinator of the project. All selected students will sign the Internship Scholarship Agreement with the UNIZG-RGNF, thus formally accepting an Internship in the minimum duration of one month, two months or three months (considering that the Internship must be completed in 2023).

a) Purpose of the financial support

If the internship is implemented physically, the Interns will receive a monthly lump-sum to cover their every-day and accommodation costs.

In case of an online internship (only in special circumstances) the lump-sum is to cover the online internship related costs such as the Internet connection, equipment for video and audio communication via Internet (headphones, microphone, web cam...), printing and basic office material, potentially needed licence for a specific professional software, telephone communication costs, other required hardware such as external hard drives or memory sticks etc.









IMPORTANT NOTICE:

- The primary manner of conducting the internship includes **physical presence of an intern in the premises of the host —organisation**. The implementation of the internship as remotely organised work (online) is enabled by this call ONLY in justified circumstances and under explicit confirmation of UNIZG-RGNF. The intention of implementing an online internship must be communicated to **UNIZG-RGNF** by the host organisation before such internship commences. Any actions which are not in line with this request can be a basis for the cancelation of the Collaboration Agreement and **Internship Scholarship Agreement** and the return of the received financial compensation.
- Students enrolled in one of EIT RM labelled Master programmes (EMerald, SinRem, AMIR) who are selected for internship in one of RIS countries cannot receive full scholarship as they are already receiving the EU-funded grant and this is considered double funding. However, they will receive one-time funding for transportation to the site of the internship with maximum amount of 600€.

a) Maximum amount of the financial support

Financial support to the selected Interns will be categorized as "scholarship" and will not exceed 600 € per Intern per month i.e., 1800 € for the maximum Internship duration of three months. The amount in question will be awarded as a monthly lump sum, without any additional cost justification needed, as presented in the following table.

Internship location	Maximum monthly scholarship (in EUR)
Internship implemented in the place of study	200,00
Internship implemented in the radius up to 50 km outside the settlement where the intern studies	300,00
Internship implemented in the radius larger than 50 km outside the settlement where the intern studies	400,00
Internship implemented in the location outside the country of the intern's study*	600,00
Internship carried out online	150,00

^{*}As indicated in 3.5.a., students already enrolled in EIT RM labelled programme and selected for internship in a RIS country will only receive reimbursement to cover their transportation costs, in line with the EU policy on double funding.

Other rights

Each student has the right to:









- terminate her/his participation in the 2023 RIS Internship Programme before the signing of the Internship Scholarship Agreement, by sending a written request to the UNIZG-RGNF (application withdrawal), without any consequence;
- report dissatisfaction with the programme management or the host-organisation / supervisor by directing a written complaint to UNIZG-RGNF;
- **request advisory** from UNIZG-RGNF in case of open issues with the programme implementation;
- cancel the ongoing Internship Scholarship Agreement for valid reasons reported to the UNIZG-RGNF, thus returning the financial support received within the deadline defined by the UNIZG-RGNF after the request for cancellation is received;
- resubmit the application form by selecting other organisations, once he/she has been rejected by all organisations selected in the first round;
- upon successful completion of the Internship, intern becomes a member of the EIT Alumni network.

The following person can assist you in case of any questions, complaints, or requests:

Name: Kristina Koret

Phone number: +385 5535 729

Email address: kristina.koret@rgn.unizg.hr / info@ris-internship.eu

In Zagreb, February 2023

4. ANNEX – Preview of application form

PART 1 PERSONAL AND CONTACT DETAILS		
First name of the student:	Please insert your first (and middle) name.	
Last name of the student:	Please insert your last name(s).	
Gender of the student*:	Please select ONE appropriate option.	
	□female	
	□male	
	□other	
Date of birth:	dd/mm/yyyy	
Country of citizenship:	Drop down menu - Select	
Address of current residence:	Please insert the address of your permanent residence (country,	
	city, street and street number).	
Student's email:	Please insert a valid e-mail address.	
Student's phone number:	Please insert a valid phone number with a country number.	
IBAN / BIC/SWIFT**:	Please indicate.	











How did you learn about this	□ social networks
internship programme?	☐ programme website
	☐ from a friend / other person
	□ other (please specify):

^{**} The Intern must be the account holder or must have a valid legal authorization to use a bank account of a different accountholder (in that case the evidence of that right must be submitted to the UNIZG-RGNF before payment).

The IBAN structure must comply with the one described at https://www.iban.com/structure.

PART 2 APPLICANT'S STUDY DETAILS AND ELIGIBILITY		
The name and address of the university where the student is currently enrolled:	Please insert the full name of the university and its official address (country, city, street and street number).	
The name of the (Master's) study programme currently attended by the student / year of study:	Please insert the name of the study programme and the current year of study (e.g. Master's study programme in Mining Engineering / 2 nd year).	
The year of the first enrolment in the Master's study programme:	Please insert the year you enrolled in the Master's study programme (for the first time).	
☐ I understand that one of eligibility criteria to participate in the programme is that the applicant is enrolled in a Master study programme and has not graduated before completing the internship. Therefore, I confirm I am not a Bachelor or PhD student. I understand I am obliged to inform RIS Internship in case I graduate before starting or completing the internship, in which case I lose the right to the scholarship. Obligatory to click		
Full name of the Bachelor's Degree acquired and the university where it was acquired:	Please insert the full name of the Bachelor's Degree acquired and the full name of the university.	
The duration of the Bachelor studies:	Please insert the date of your first enrolment in the Bachelor's Study Programme and the date of acquiring your Bachelor's Degree (e.g. 11/07/2015 - 20/06/2018).	
Grade Point Average (GPA) achieved from Bachelor's study:	Please insert the GPA achieved during your Bachelor's study. (e.g. 3.5/5)	
Are you enrolled in one of EIT-labelled Master study programmes?	□ yes □ no	
If yes, please indicate which one: Non-obligatory field; only opens to the students who click yes in the previous question	□ EMerald □ SINReM □ AMIR	
	☐ I understand that for the students enrolled in EIT RM labelled programmes, RIS Internship can only cover transportation costs	





^{*} Commission's activities on gender equality in Horizon Europe will be fully respected in the selection procedure.





	to the internship site, but not the lump sum for the internship itself, due to EU policy on double funding.	
Academic awards received	Please insert the name and date of the academic award	
Non-obligatory field	received, if any.	
Articles/publications	Please insert the full title of the publication (with a link to access	
Non-obligatory field	the publication and/or DOI) or upload the publication directly , if	
	any.	
Upload publications/certificates (optional)		
Allowed filetypes: pdf, doc, docx, zip. Maximum file size: 10 mb. Limited to 5 files.		
Drag & drop your file OR choose file		

PART 3 INTERNSHIP RE	ELATED SKILLS, INTERESTS AND PREFERENCES
English language proficiency	Please select ONE level of your English language proficiency (according to CEFR − Common European Framework of Reference for Languages). □ B2 (the minimum required) □ C1 □ C2
Computer skills (software)	Please list all professionally relevant software in which you can independently carry out simple tasks and operations (e.g. Microsoft Office, AutoCAD, ArcGIS, ArcMap, GEOrient etc.)
Preferred organization: (drop down menu of organisations for Options 1, 2, 3. For the 'waiting room' they have to click on the statement).	Select organizations from the dropdowns based on your preferences. Option 1: Option 2: Option 3: □ Waiting room; I wish to be informed by email when the new organisation enters the Pool.
Field of interest relevant for the internship:	Please select the options that most closely describe your interests (multiple answers are possible). □ working with raw materials data at the regional / country level (e.g. geological data, mining properties inventory data, secondary deposits inventory data etc.) □ policy, legal and economic analyses in the raw materials sector □ raw materials sampling, sample handling and processing □ accredited measurement and analysis for the locally taken raw material samples □ working on local raw materials sites / test sites or with materials / processes









	\square industrial tests and technology production in the raw	
	materials sector	
	☐ research and development (R&D) activities in the field of raw	
	materials	
	☐ working in organisations which are a member of or affiliated	
	with the major raw materials networks.	
Preferred duration of the	Please select ONE option referring to the desired duration of	
internship:	your Internship.	
	□1 month	
	☐ 2 months	
	☐ 3 months	
	☐ All options are acceptable.	
Preferred time of the internship:	Please select all the options referring to your preferred time of	
	internship (multiple answers are possible).	
	☐ January 2023	
	☐ February 2023	
	☐ March 2023	
	☐ April 2023	
	☐ May 2023	
	☐ June 2023	
	☐ July 2023	
	☐ August 2023	
	☐ September 2023	
	□ October 2023	
	□ November 2023	
	☐ December 2023	
Motivation letter (max. 1500	Please explain your motivation for participation in the internship	
characters with spaces)	programme, explain the choice of the organisation, indicate	
	some of your expectations etc.	

Attachments

Please provide the following attachments to the corresponding fields (name the files accordingly):

- Scan of your bachelor's degree*
- Scan of an official confirmation of your enrolment in the Master study programme*
- Scan of certificate of enrolment in one of the EIT labelled MS programmes (if applicable)
- Scan of an official Grade Point Average (GPA) calculation *
- Scan of written and signed recommendation of a university professor (only in case your GPA is below threshold)
- CV in any form*
- Scan of your passport (non-EU citizens) or ID (EU citizens)*
- Additional certificates optional (language proficiency, computer skills etc.)
 Allowed filetypes: jpg, png, pdf, doc, docx, zip. Maximum file size 10 mb. Limited to 10 files.











