

POWWR Internship Programme

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Programme Overview [🔗](#)

The POWWR Internship Programme is a strategically designed initiative aimed at mentoring and developing Computer Science students from Salford University during their placement year. It provides a mutually beneficial experience where interns gain vital industry exposure, and POWWR benefits from their fresh perspectives and energy. The programme underpins POWWR's commitment to shaping future technology leaders through experiential learning, structured mentorship, and continuous professional growth.

Objectives [🔗](#)

This programme is designed to:

- Provide real-world industry experience to university students
- Enhance POWWR's innovation capacity through early-career talent
- Build a sustainable talent pipeline for future recruitment
- Strengthen long-term collaboration with Salford University
- Develop future contributors to the software industry

University Partnership [🔗](#)

POWWR partners closely with Salford University's School of Computer Science. This collaboration includes regular industry talks led by senior staff, including the Head of Architecture, which offer insights into career development and the broader technology sector. These sessions emphasise the importance of soft skills, professional mindset, and readiness for real-world challenges.

The relationship is reinforced through ongoing communication with faculty, ensuring placement roles align with academic progression and that recruitment timelines remain synchronised between both institutions.

Internship Design [↗](#)

- **Duration**

Internships run for 12 months (placement year), typically beginning in mid-August, allowing flexibility for contract extensions prior to the next academic cycle.

- **Candidacy**

Typically, POWWR selects three interns annually, based on organisational needs and mentor availability.

- **Compensation**

Interns are compensated at a competitive rate, significantly exceeding the national living wage, in recognition of their contributions and professional commitment.

Success Factors [↗](#)

- **Organisational Readiness**

POWWR ensures interns are placed in roles that are well-defined and aligned to broader business objectives. From the outset, expectations are clarified, deliverables outlined, and leadership support is embedded at all levels.

- **Mentorship and Buddy System**

Each intern is assigned a mentor—typically a senior developer or technical lead—who provides structured guidance throughout the placement. A buddy system supplements this by offering informal support during onboarding and day-to-day integration. This setup benefits interns while also serving as a leadership development opportunity for existing staff.

Selection Process [↗](#)

The selection process is designed to identify candidates with the highest potential for a successful placement, delivering meaningful value to both the student and the business.

The timeline allows flexibility to the business while aligning with the academic cycle to avoid conflicts with exams.

Preparation (February–March) [↗](#)

Around February and March, POWWR identifies internship vacancies, confirms available mentors, and finalises budget approvals. This phase is a collaborative effort across engineering, HR and finance.

Advertisement (March–April) [↗](#)

Job descriptions, including compensation details, are submitted to the university by March or April. The university's programme leader then advertises the vacancies to eligible students.

Application (April–May) [↗](#)

Students submit their CV and cover letter to the university programme leader between April and May.

Interviewing (May–June) [↗](#)

The interview process is intentionally lightweight and focused on identifying potential.

Interviewers assess:

- Interest, motivation and enthusiasm for the field and the specific role - strongest indicator of a successful placement.
- Whether the candidate's technical skill level meets the minimum requirements for the position

Interviewers [↗](#)

From this stage, team leads and assigned mentors take ownership of CV screening and interview delivery.

Stages [↗](#)

1. Stage 1 – Competency Interview

This interview explores the candidate's interest in the role, motivation, and overall fit. It also assesses whether their technical capabilities meet the minimum threshold for success in the role.

2. Stage 2 – Culture Fit

Conducted by HR or senior leadership, this stage ensures alignment with POWWR's values, communication style, and team culture.

Optional: Technical Task and Presentation [↗](#)

A technical task and presentation may be introduced as an additional step if:

- Stage 1 does not produce a clear preferred candidate due to similar assessment outcomes
 - No candidate meets the minimum technical threshold, and further evaluation is required to identify trainable potential
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Internship Start [↗](#)

Placement Agreement [↗](#)

At the beginning of placement, an Agreement is completed and signed between POWWR and Salford University, formalising the partnership under Work-Based Placement Learning arrangements.

Onboarding and Induction [↗](#)

Interns follow a structured onboarding plan that introduces them to the organisation's culture and workflows. Key components include:

- Company values, policies, and behavioural expectations
 - IT security, tooling setup, and compliance training
 - Agile delivery processes and engineering methodologies
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Internship Activities [↗](#)

Technical Exposure [↗](#)

Interns are integrated into active product and engineering teams. They participate in sprint planning, retrospectives, demos, and stand-ups, ensuring they are fully embedded within agile workflows.

Interpersonal Skills [↗](#)

Beyond technical exposure, interns engage in soft skills training through daily team interaction, collaborative problem-solving, and professional communication.

Internship Conclusion [↗](#)

Post-Internship Opportunities [↗](#)

High-performing interns may continue working part-time with POWWR during their final academic year. Many transition into full-time employment upon graduation, having already demonstrated their capabilities within the business.

Final Presentation [↗](#)

At the conclusion of the internship, each student delivers a final presentation to showcase their contributions and impact. Outstanding interns are recognised in internal meetings and company communications.

Governance and Oversight [🔗](#)

The programme is sponsored by POWWR's Head of Architecture, who ensures strategic alignment and quality. HR oversees onboarding, payroll, and compliance, while product and engineering leads manage intern assignments and delivery outcomes.