

# FlintLab Engineering Resident Trainee Program

## Overview

FlintLab's Engineering Resident Trainee Program is designed to provide **hands-on industry experience** to talented students who are currently pursuing their undergraduate or graduate degrees in engineering. This program enables students to work on real-world technology challenges while continuing their education, fostering a strong **learning-by-doing** approach.

Through this initiative, FlintLab aims to **empower local tech talent** by equipping them with practical skills, industry exposure, and career-building opportunities. In return, FlintLab benefits from their contributions, innovative ideas, and fresh perspectives as they engage in meaningful work for up to **40 hours per week**.

## Eligibility Criteria

Students who meet the following criteria are eligible to apply for the program:

### Academic Year:

**4th-year undergraduate students** pursuing a degree in Computer Science, Artificial Intelligence, Machine Learning, or related fields.

**1st-year Master's students** in relevant engineering disciplines.

### Availability

Must be able to commit **up to 40 hours per week** during the academic semester.

Should have flexibility to balance their coursework with work responsibilities.

### Technical Skills & Learning Mindset

Strong fundamentals in **programming, data structures, operating systems, networking, and computer architecture**.

Willingness to learn and apply new technologies in a fast-paced environment.

## Program Objectives:

The primary goals of the Engineering Resident Trainee Program are:

**Hands-on Industry Training:** Provide students with real-world exposure to **software development, testing, automation, and engineering problem-solving**.

**On-the-Job Learning:** Develop technical and professional skills through **practical, project-based work**.

**Mentorship & Career Growth:** Equip students with **career guidance, industry best practices, and mentorship** from FlintLab engineers.

Tech Talent Development: Strengthen the local talent pool by **\*\*bridging the gap between academia and industry expectations\*\***.

Mutual Benefit: Ensure that both students and FlintLab benefit from this engagement—students gain invaluable experience, while FlintLab receives meaningful contributions through their work.

## Program Structure & Responsibilities

### For Engineering Resident Trainees

#### 1. Work Hours & Commitment

Expected to contribute **\*\*up to 20 hours per week\*\*** during academic semesters.

Work schedule should be coordinated with the mentor/team to balance academic commitments.

#### 2. Roles & Responsibilities

Engage in software development, testing, automation, and related engineering tasks.

Work closely with FlintLab engineers on real-world projects.

Participate in team meetings, knowledge-sharing sessions, and code reviews.

Continuously learn, apply feedback, and improve technical skills.

#### 3. Learning & Development

Receive structured **mentorship and training** from senior engineers.

Gain exposure to **modern engineering tools, frameworks, and methodologies**.

Build a strong **technical portfolio** that enhances career prospects.

### For FlintLab

#### 1. Mentorship & Training

Provide **structured onboarding and training** to ensure a smooth transition into the program.

Assign mentors to guide trainees on **technical and professional development**.

Conduct **regular check-ins and feedback sessions** to track progress.

#### 2. Work Allocation & Contributions

Assign meaningful tasks that align with FlintLab's **Engineering goals and trainee skill levels**.

Encourage **collaboration, problem-solving, and innovation** within the trainee cohort.  
Recognize and reward **valuable contributions** made by trainees.

### **3. Long-Term Talent Pipeline**

Identify **high-potential trainees** for future full-time opportunities at FlintLab.  
Strengthen relationships with universities to continue **nurturing emerging talent**.

### **Benefits of the Program**

#### **For Trainees**

Gain **real-world engineering experience** while pursuing education.  
Develop **industry-relevant skills** and improve technical problem-solving.  
Receive **mentorship and career guidance** from experienced engineers.  
Work on **cutting-edge technology projects** at a leading engineering productivity company.  
Enhance career opportunities with a **strong professional portfolio**.

#### **For FlintLab**

Access **young, motivated talent** contributing fresh ideas and perspectives.  
Benefit from **trainee contributions** in real projects while training future engineers.  
Establish a **strong talent pipeline** for future hiring needs.  
Strengthen **industry-academia collaboration** and FlintLab's presence in local universities.