

Short Description

Our intern programme lasts 4 months. The primary goal is to give "real world" experience for work at an IT company. Interns will have to develop a sense of the "big picture" and learn that communication and time management are as big part of developer work as the programming itself. Interns will learn modern workflow of programming and using time management, version control systems, virtualization and other best practices. Interns should be interested in programming and preferably have some knowledge of OOP or web programming basics.

After internship there is possibility to continue work on real world projects as a junior developer.

We would like to hear feedback about the timeframe as we do not know the rules of internship in universities e.g. how long internship must be etc.

Also is it common practice to offer internship salary etc.

Extended description

- Purpose of internship programme for the company. One of the more significant advantages to providing internships is the opportunity to select and develop the future talent. Company has the opportunity to evaluate and screen potential employees prior to making a full-time position offer, which leads to financial savings. Employers have reported converting more than half of eligible interns into full-time hires. If hired in a permanent position, previous interns assimilate faster to their new roles and have shorter learning curves than external hires.
- Purpose of internship programme for the intern. The primary goal of each student in seeking an internship is to gain "real world" experience in his/her future profession and develop a sense of the "big picture" and learn that communication and time management are as big part of developer work as the programming itself.
- Purpose of internship programme for the Mentor. It is a great opportunity to have real experience with management roles.
- Roles of internship:
 - Intern supervisor

- Intern supervisor can be the same person as a mentor or different persons.
- Supervisor will do a 10 min intern daily standup.
- Intern supervisor is a key person to communicate with about tasks, workflow, etc.
- Set goals for your intern's progress. You can help your intern set goals for completion of various tasks, including daily goals, weekly goals, and monthly goals.
- Mentor
 - Mentor will assist in hiring interns, conduct an orientation, collaborate with the intern to develop learning goals, and regularly evaluate the intern's performance and the success of the program.
 - Throughout the internship, the intern will look to his/her mentor first with questions. The mentor should be prepared to offer guidance on project tasks and responsibilities, including instructions on how tasks should be carried out. The mentor should also be available for general questions pertaining to the company or the industry, where the intern can learn from the mentor's experience.
 - The role of the mentor should involve a commitment of time to the intern's experience. Suggestions might include scheduling a lunch together on the intern's first day, so that the intern and mentor can begin to get to know each other. Some mentors may choose to offer an "open-door" to the intern, and encourage him/her to stop by anytime with questions. Other mentors might prefer the structure of a regularly-scheduled weekly meeting, where the intern is encouraged to bring a list of any questions he/she might have from the past week. Either way, it is important that every intern knows that someone is available to answer his/her questions.
- Intern
 - The magento platform is relatively complicated so preferably interns already have web development experience. After the initial intern program we can hire interns and promote them to junior developers if there are suitable projects at that moment.
 - Intern should be able to dedicate 20 - 40h to work.
- What do you want your intern(s) to accomplish during the program?
 - Interns should be able to
 - Set up any magento project locally
 - Use xdebug and know basics of debugging

- Finished at least one test task
 - Know the basics of communication in a company
 - Know the basics of agile development
 - Be able to do simple tickets in time efficient manner
- Intern programme duration is 4 months
 - Intern programme start date is 15th of February
 - Intern salary is 300 gel/month netto
 - It is possible to adapt and relate to intern coursework
- What will your intern(s) do on a daily basis, and what are some projects you may assign?
 - Here below is a list of tasks and a possible timeframe:

1. Test task non magento - Pre-internship.

- **Timeframe**
 - 1 - 2 weeks
- **What is it**
 - Depending on intern level we give an object oriented test task. If an intern is experienced with programming, we can go to step 3.
- **How**
 - Interns should do it more or less independently. Task in Bitbucket:
 - Test task is created and assigned in the Ticket system and the intern should use the kanban board and log time however much he is working.
 - Dmitry checks it in the end.
- **Why**
 - This is to see the intern abilities and filter out non suitable interns. We had a couple situations when they are not capable of doing any programming after a month. We need to think of some not too strict deadlines until when interns should show some progress.

2. Workflow intro

- **Timeframe**
 - 0.5 - 1 days
- **What it is**
 - Simple onboarding. Interns must have all system accounts(Tickets, chat etc), understand how time logging works, how agile board works etc.
 - Go to lunch together

- **How**
 - We send an *onboarding guide* doc with all the info containing accesses and workflow description. Intern manager can show all systems in practice and make some small workshop in the meeting room to show everything on a big screen(or remotely).
 - We send access to case studies and debug flowcharts, repositories etc.
 - We send access to phpstorm shortcut list
- **Why**
 - Intern should have all info in one doc as in a reference guide. Employees with good onboarding experience have much better results in the first year.
- 3. Set up Magento 2 local dev environment with sample data using LAMP stack.
 - **Timeframe**
 - 2 - 3 days
 - **How**
 - Link to tutorial: [add link]
 - **Why**
 - It is essential to be able to set up a local dev environment manually understanding composer.
- 4. Set up Magento local dev environment with docker
 - **Timeframe**
 - 1 - 2 days
 - **How**
 - Link to our dockergento and description:
<https://github.com/developersalliance/magento2-dockergento>
 - **Why**
 - It is essential to be able to set up a local dev environment fast and precisely.
- 5. Ghosting - 2 days, maybe more
 - **What is it**
 - Intern can sit with a senior dev and watch how he works and ask some questions. Ideally dev should explain a bit the thought process on how he is solving the ticket, how doing debugging.
 - **How**
 - Senior dev can choose the days and prioritize tickets ideally to show both the development and debugging process. We can add some bonus for it like 50 gel per day but it should not disturb the developer too much from normal days work.

- **Why**
 - Purpose of ghosting is to introduce to the real world development process. Doing a well defined task is relatively easy and the hardest part in developer work is to know how not to get lost if the task is confusing and just observing a professional can teach a lot about the thought flow in real life situations.
6. Magento 2 test task Nr. 1.
- **Timeframe**
 - 2 weeks
 - **How**
 - Link to test task:
<https://bitbucket.org/developers-alliance/developers-test/src/master/>
 - Interns should use an agile board already and be able to move around tickets and add comments, ask questions etc.
 - Maybe we should make at least 2 test tasks, PSD to HTML and the one we have, frontend and backend task.
 - **Why**
 - Magento 2 task that deals with backend and frontend is essential for wider understanding of the platform
7. Mid programme Evaluation
- Discuss how the intern is contributing, strengths and areas needing growth, and any other feedback for the intern. Invite the intern to report on project status and ask questions.
8. Magento 2 test task Nr. 2. PSD to HTML
- **Timeframe**
 - 2 weeks
 - **How**
 - Link to test task: [Add link]
 - **Why**
 - PSD to HTML is one of web development cornerstones
9. Magento 2 test task Nr. 3. Debug and fix 3 issues.
- **Timeframe**
 - 1 week
 - **How**
 - We will prepare a repository with a real magento 2 project and 3 bug tickets.

- **Why**
 - Support tickets are very different from development and closer to everyday work.

10. Xdebug set up

- **Timeframe**
 - 2 days
- **How**
 - Link to our tutorial: [add link]
 - Intern manager helps to set up xdebug and shows how to work with it
- **Why**
 - Advanced development is not possible without using xdebug

11. Magento Test

- **Timeframe**
 - 1 week to prepare
- **How**
 - We can make simpler version of associate developer test and add couple our own questions, maybe a visual coding question type
 - We can make certificate to extend the branding

12. Final Evaluation

- This should conclude the intern programme. We can give some kind of score consisting of 3 parts, Communication, Programming, Frontend skills.
- An exit interview.

13. Pair programming

- Timeframe
 - 4 weeks
- How
 - We should assign the same real task to both, senior and junior dev.
 - Senior dev receives % of the juniors' profit that he helps.

To apply

Intern candidate should send us a cover letter to hello@developers-alliance.com