



NOSIAKADEmia

## REMUNERATED AND MENTORED INTERNSHIP FOR UNIVERSITY GRADUATES

002/2023 EDITION



Deadline

**JUNE 30th**

**APPLY NOW!!**



# Term of Reference - ToR

## Professional Internship Announce – Contest nº 002/2023

### 1. Framework

NOSiAkademia is a Professional Internship Program created by NOSi, E. P.E., which aims to empower and strengthen the skills of young people, graduates in Technology and Management and related areas, to encourage digital entrepreneurship and to further the integration of these young people in the labor market. It fits in with NOSi's mission to lead the digital transformation in the public sector, to improve the lives of citizens and promote innovative collaborations between companies.

#### **The program includes some initiatives:**

i. Certification

NOSiAkademia interns are given the opportunity to become certified in several advanced technological solutions provided by NOSi's international partner organizations, such as MICROSOFT, HUAWEI and PRIMAVERA ACADEMY.

ii. JumpStart

This initiative shelters Research and Development Projects (RDP) of national and international companies, at the NOSiAkademia and, eventually, at the Technological Park ecosystem in Cabo Verde, offering to companies, free of charge, devoted RDP interns for six (6) months, including one (1) month of initial training, provided by the NOSiAkademia.

iii. TIC-SEED Pre-Incubator

Targeting NOSiAkademia alumni, it aims to foster youth entrepreneurship through the creation and incubation of new technology-based startups capable of providing consulting services both nationally and internationally.



## 2. Project Justification

Aiming to empower and qualify recent graduates with skills required for the labor market, based on the principles of meritocracy and equal opportunity, NOSi-EPE in partnership with the DGE, PI-EFE, PRÓ-EMPRESA and IEFP, financially supported by the DGE, developed the Professional Internship Program Innovation and Technology, PEP-IT, implemented by NOSiAkademia, to fill professional gaps in the ICT sector, tailored to market needs, in the midst of a strong technological transformation.

## 3. Object - Intern Recruitment

This Term of Reference intends to recruit interns for the Professional Internship Program for Innovation and Technology (PEP-IT), under the following terms:

<b>Contest_002/2023 Edition</b>	
<b>Publish Date</b>	<b>May 31, 2023</b>
<b>Application Deadline</b>	<b>Till June 30, 2023</b>
<b>Expected Start Date</b>	<b>August 2023</b>
<b>Internship Site</b>	<b>Praia, Cabo Verde</b>

## 4. Terms and Conditions

### 4.1. Internship Regime and Remuneration

- a) Internship Site:
  - NOSi EPE – *Várzea, Av. Cidade de Lisboa;*
  - NOSiAkademia – *Várzea, Av. Cidade de Lisboa;*
  - Data Center – *Achada Grande;*
  - Partner Entities' Facilities.
- b) Working hours: Monday to Friday, from 08h to 17h00;



- c) Remuneration: 20,000 CVE (twenty thousand escudos) monthly with an additional displacement allowance for those coming from other islands and rural Santiago;
- d) Probationary period:
  - 06 (six) months

#### **4.2. Mandatory documentation for application**

- a. Updated and detailed Curriculum Vitae;
- b. Motivation Letter;
- c. Graduation certificate or statement confirming conclusion of the academic part;

#### **4.3. How to Apply**

The application must be made only and exclusively, through the NOSiAkademia website ([www.akademia.nosi.cv](http://www.akademia.nosi.cv)).

- a. Documents must be submitted through the website;
- b. After enrolling, the candidate will receive a notification, by e-mail, confirming the enrollment;
- c. Candidates who are already registered on the platform, will have an associated ID (registration code), which will be used to submit and/or update the new application, through the option "**nha dossier**" available on the site.

#### **4.4. Pre-Screening, NOSitest and Interview**

- a. Pre-selected applications will be submitted to an examination (NOSiteste) at a national level, at the same day and time;
- b. The candidates with a better score in the test will proceed to the last phase, the interview;
- c. The candidate who successfully passes the interview will be admitted to the program. In case of withdrawal, the list of substitutes will be activated.

For further questions, please send an e-mail with reference/subject: **NOSiEstagio\_002/2023**, to the address [nosiestagio@nosi.cv](mailto:nosiestagio@nosi.cv).



**Ps.** Candidates who do not meet the minimum required score on the test will not be listed in the serialized list (minimum 33% of the total score).

## 5. Application Requirements

- Have a minimum university degree, or conclude the final course work, as long as they present a statement from the University/Institute, duly accredited, that they have already completed the academic part;
- Candidates must not be older than 40 years when submitting their application.

## 6. Required Profiles

- **Technology Areas Profile**

Graduated in IT, Telecommunications Engineering, Computer Engineering, Computer Science, Geographic Information Systems Engineering, Mechanical Engineering, Management Informatics, Statistics and Information Management, Mathematics, Geography and Spatial Planning, Multimedia Communication, Secure Computing, Cyber security and/or related areas;

- **Management Profile and Related Fields**

Graduated in Accounting, Economics, Management and/or Financial Management, Commercial Management, Marketing, Graphic Design, Journalism, International Relations, or related areas;

## 7. Worthy Aspects to Consider:

- a. Sort order: candidates with the same score are sorted by age (youngest first);
- b. Withdrawals: candidates who withdraw, after being selected and passing all the stages, are not eligible to apply again in the next editions;
- c. Internship Methodology:
  - ✓ Hybrid (On-site and Remote);
  - ✓ On Job, assuring that the intern is involved in the company's routines, following its daily routine and its modus operandi, familiarizing himself/herself with the organizational environment in which he/she is inserted;



- ✓ Learning necessarily consists in facing problems and challenges, and as it is a hands-on internship it ensures the acquisition of new knowledge and greater skills;
- ✓ Challenges and problems must be addressed as a group;
- ✓ Opportunity to learn and apply knowledge under the guidance of a skilled mentor.
- ✓ The selected candidates will be allocated to functional areas relevant to NOSi or framed in the Research and Development Projects of Partner Entities, within the scope of the JumpStart initiative:

<b>Internship Areas</b>	
<b>Technologies</b>	<ul style="list-style-type: none"><li>• Network and Access Communication Directorate;</li><li>• Security and Compliance Directorate;</li><li>• Data Center Directorate;</li><li>• NOSiGIS Projects Area;</li><li>• NOSiCloud Operations Directorate;</li><li>• Agile Project Management for Government;</li><li>• Innovation &amp; Development Directorate;</li><li>• IT Service Management Department;</li></ul>
<b>Management and Related</b>	<ul style="list-style-type: none"><li>• Planning Finance and International Relations Directorate;</li><li>• Customer Experience Management Directorate;</li><li>• Strategy, People and Organization Directorate.</li></ul>