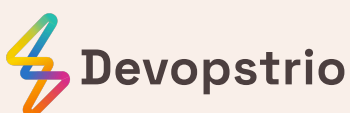


DEVOPSTRIO

INTERNSHIP PLAYBOOK

Global | Remote | Industry-Driven



Innovate.
Deliver.
Impact.

Introduction

Today's organizations need talent that can make an impact immediately. Yet, there is a notable disconnect between what is taught in academia and the skills needed in the real world.

This internship program is designed to:

- Bridge the academic-to-industry gap
- Provide hands-on experience with real tools
- Enable structured, mentor-driven learning

Unlike conventional internships, this program emphasises tangible deliverables over simulated assignments — ensuring every intern builds a demonstrable portfolio



Table of Contents

Introduction	01	Team Structure	12
Why This Internship Exists	03	Pod System & Leadership	13
Program Vision & Objectives	04	Selection Process	14
Core Value Proposition	05	Selection Criteria	15
Program Structure Overview	06	Onboarding Process	16
Program Phases	07	Working Model & Workflow	17
Requirements	08	Benefits & Outcomes	18
Target Candidate Profiles	09	Code of Conduct & Conclusion	19
Internship Tracks	10	Your Journey Starts Here	20
Roles & Responsibilities	11		

Why This Internship Exists

Each year, job seekers graduate without real-world exposure. This program bridges the gap between academics and industry by providing hands-on workflow experience.

The program aims to:

- Close the gap in practical skills
- Transform theory into real execution
- Deliver industry-grade project experience
- Build strong process knowledge through structured workflows and best practices
- Develop effective teamwork and collaboration skills in real-world project environments

Built as a practitioner-led ecosystem, interns learn by doing — collaborating with experienced mentors on real deliverables rather than classroom simulations.



Program Vision & Objectives

Every element of this program is intentionally designed to produce measurable outcomes — not just participation, but genuine professional growth and career readiness.



Vision:

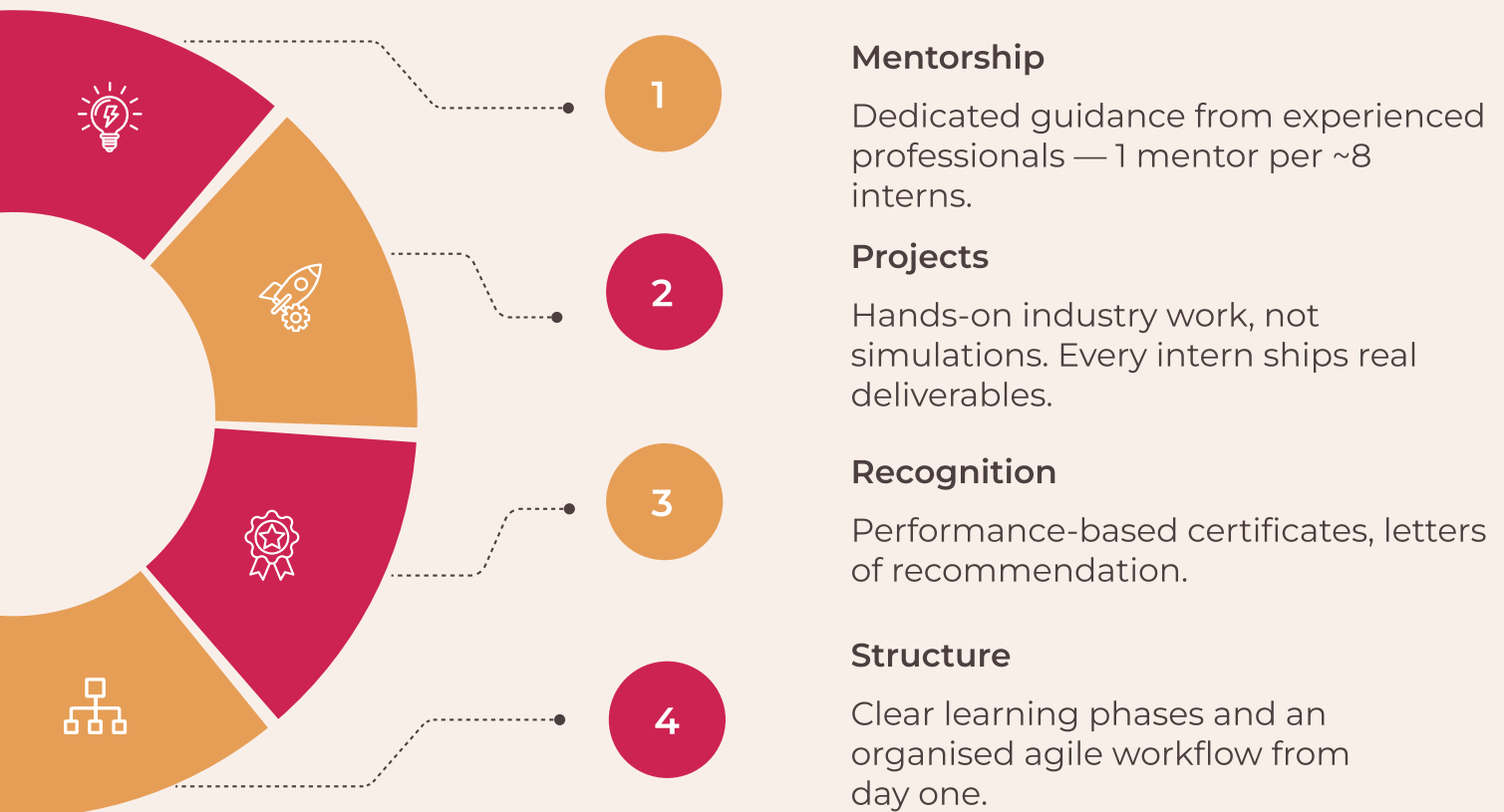
To create a global network of industry-ready professionals equipped with practical skills, process knowledge, teamwork capabilities, and real-world project experience to make an immediate impact in the industry.

Objectives:

- Bridge industry skill gaps
- Enable practical project execution
- Deliver real-world experience
- Strengthen process knowledge
- Build collaborative teamwork skills

Core Value Proposition

This internship program stands out through four core pillars:



Together, these pillars ensure that every intern produces tangible and measurable outcomes.

Program Structure Overview

The strength of this internship lies not in its duration, but in the clarity of its design and the impact of its delivery. The program is built for flexibility without sacrificing accountability.



Remote-First: Fully online, accessible worldwide

Time Commitment: 10–15 hrs/week, flexible with studies/work

Learning Format: Live mentor sessions + task-based work

Evaluation: Continuous feedback & structured assessments

This structure balances flexibility with accountability, enabling participants from any time zone to contribute fully

Program Phases

The internship is divided into four progressive phases, each building on the previous phase to develop skills from fundamentals through to independent project delivery.

1. Foundation

Weeks 1-4

Learn tools, development basics, and team workflows. Set up your environment and get familiar with agile practices.

2. Build

Weeks 5-10

Execute the capstone project and complete final evaluation. Deliver a portfolio-ready outcome.

3. Deploy

Weeks 11-12

Work on pipelines, real projects, and team collaboration. Participate in sprint planning, peer reviews, and mentor sessions.

4. Accelerate

Optional Extension

Take on advanced projects and leadership roles. Available to top performers seeking deeper experience.



Requirements

To join the program, applicants should meet the following basic criteria



- Basic interest in technology or chosen track
- Laptop (minimum 8GB RAM recommended)
- Stable internet connection
- Availability of 10–15 hours/week

Target Candidate Profiles

The ideal participants are those who are enthusiastic about learning, personal growth, and making a difference. Whether you are beginning a new or transitioning to a different career, this program provides access to valuable real-world opportunities.



- **Students:** Seeking portfolio and career opportunities
- **Career Switchers:** Looking to enter new domains
- **Self-taught learners:** Wanting formal recognition
- **Fresh graduates:** Needing real-world experience

The program is designed to support diverse backgrounds and learning journeys.

Internship Tracks

Explore a range of tracks designed to fulfill your goals, with each pathway offering specialized skills that make a significant difference in the real world. Select the focus area that best aligns with your career ambitions.



Cloud
Computing

AI/MLOps

Software
Development

Digital
Marketing

Each track includes real-world project execution.

Roles & Responsibilities

Interns play a vital role in driving projects forward. This program provides hands-on exposure to real workflows, where every responsibility contributes to career-ready skill development.

Intern Responsibilities

- Complete assigned tasks and sprint deliverables on schedule
- Collaborate with team members within their designated pod
- Participate in code reviews, peer feedback, and team discussions
- Demonstrate progress during bi-weekly sprint demos

Interns are treated as active contributors, not passive observers. Every role carries real responsibility and real impact.

- 1 Task Execution** Complete sprints and deliver on commitments.
- 2 Collaboration** Work with pod members and mentors
- 3 Review** Participate in code and project reviews.
- 4 Demo** Present progress in bi-weekly showcases.

Team Structure

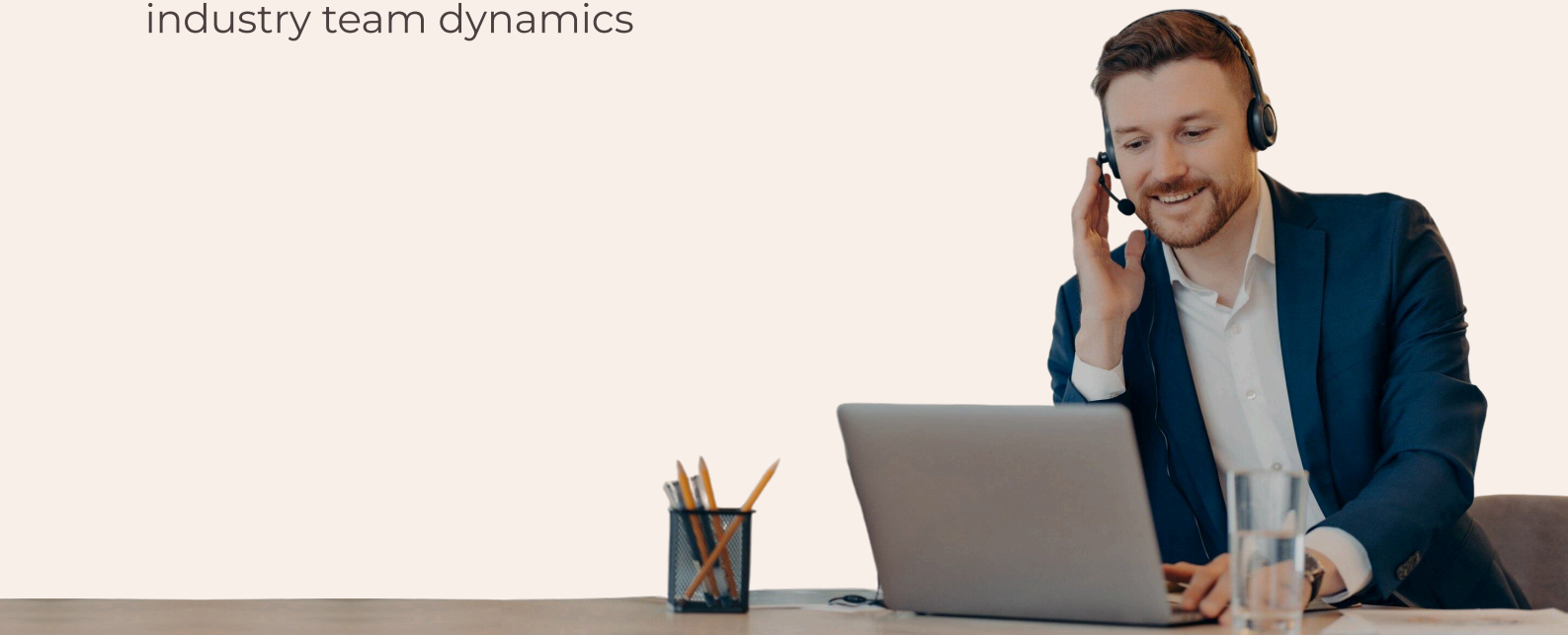
The program operates with a well-defined leadership hierarchy. Each tier is responsible for coordination, mentorship, and accountability — ensuring every intern receives consistent guidance and support.



- **Program Lead:** Manages overall strategy and outcomes
- **Track Leads:** Provide domain-specific leadership and technical direction per internship track
- **Mentors:** Deliver daily guidance, feedback, and 1:1 support.
- **Intern Pods:** Groups of 6–8 interns who collaborate on projects, standups, and reviews together.

Pod System & Leadership

Pods are the core unit of collaboration within the program. By integrating interns of varying skill levels and rotating leadership roles, each pod becomes a micro-team that mirrors real industry team dynamics



Pod Design

Each pod consists of 6–8 interns with mixed skill levels, deliberately structured to encourage peer teaching. Pod compositions rotate periodically to expose interns to different working styles and domains

Pod Captain Responsibilities

- Lead daily standups and keep the team on track
- Coordinate task assignment and sprint planning within the pod
- Escalate blockers to mentors or track leads promptly
- Facilitate retrospectives and knowledge sharing

The Pod Captain role rotates every sprint, giving every intern the opportunity to develop leadership experience in a real, structured setting

Selection Process

Enrollment begins with a transparent and equitable multi-stage process. Each stage is designed to surface skills, potential, and dedication — ensuring the best fit for both interns and mentors.

Step 1	Application Submission Complete the online application form with personal details and track preference.
Step 2	Resume & Portfolio Review Submitted materials are reviewed for relevant skills, projects, and experience.
Step 3	Video Introduction A 2–3 minute self-introduction video demonstrating communication and enthusiasm.
Step 4	Panel Interview A final interview with mentors and track leads to assess fit and motivation.

Selection is based on skill, motivation, and cultural fit — not solely academic qualifications.

Selection Criteria

Candidates are assessed through a balanced and transparent scoring system that considers both technical ability and personal strengths, ensuring fair selection of those best suited for the program

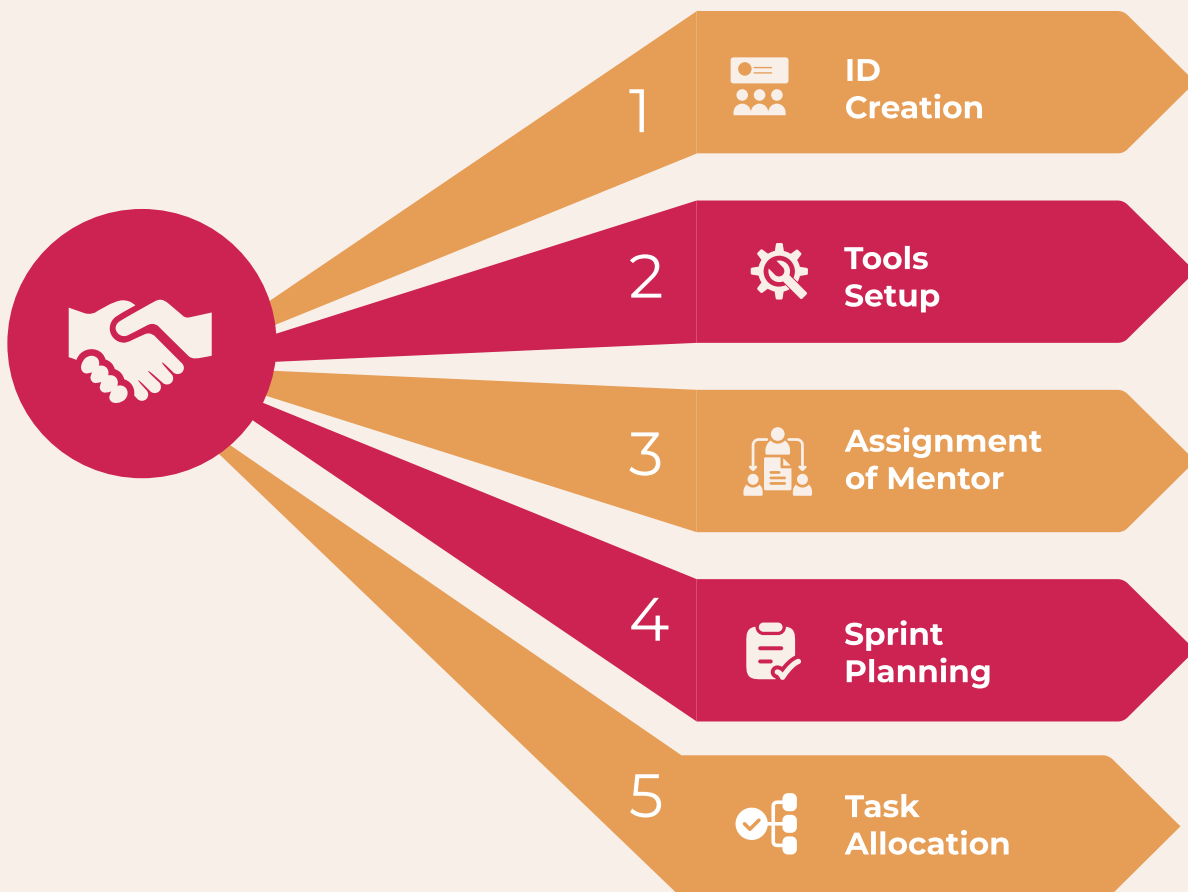
- Application quality
- Resume strength
- Technical test performance
- Communication skills
- Interview performance

A structured scoring system ensures fairness and transparency.



Onboarding Process

The program begins with a structured two-week onboarding phase. This foundation period is critical — it establishes the tools, relationships, and workflows interns will rely on throughout the program.



Successful completion of onboarding is a prerequisite for entering the active program phases.

Working Model & Workflow



The program follows an agile, sprint-based model

The program is built on agile principles, following a sprint-based model that ensures flexibility and continuous improvement. Daily, weekly, and bi-weekly cadence keep interns aligned, productive, and engaged.

Daily

Standups and task execution. Interns post a brief async update on progress and blockers.

Weekly

Sprint planning, dedicated mentor sessions, and peer code/work reviews.

Bi-Weekly

Sprint demos where interns present progress, followed by team retrospectives.

Agile rhythm replicates global engineering workflows, giving interns real-world experience.

Benefits & Outcomes

Interns gain far more than experience — they earn credentials, build a professional network, and leave with tangible proof of their capabilities.

- Certificate awarded upon successful internship completion
- Letter of Recommendation (awarded based on performance)
- Access to the Devopstrio global professional network

High performers gain additional recognition and opportunities.



Code of Conduct & Conclusion

Interns are expected to uphold professionalism and integrity throughout the program. Adherence to the code of conduct is mandatory for all participants.

- Maintain professionalism and respect
- Submit original work
- Follow communication guidelines
- Protect confidential information

Conclusion:

This internship program is a career launchpad that transforms learners into professionals through structured execution, mentorship, and real-world exposure.



Your Journey Starts Here

This internship is more than a learning experience; it is a platform to build real skills, collaborate with ambitious teams, and create industry-ready impact.



“Progress belongs to those who imagine, build, and solve. Stay curious. Stay bold. Stay impactful.”

Contact & Support

Email: internship@devopstrioglobal.com

Website: devopstrio.co.uk

Our support team is here to assist you with onboarding, project guidance, technical issues, and program-related queries.