

Build future-proof technologies for secure digital societies all over the world.

Working in Cybernetica is an opportunity to leave your mark on future technologies.

We have over 25 years of experience in developing e-Estonia and digital societies all over the world. Now, our technologies have been deployed in over 35 countries worldwide, including Japan, Greenland, Benin, USA and Ukraine.

Our experienced team has created unique e-governance solutions such as i-voting, Smart-ID technology and the X-Road.

By joining Cybernetica, you will get a chance to learn from the best people in the field that cannot be found elsewhere.

Cybernetica in numbers

34%

of our employees are aged 25-34

32%

of our employees are female

22

awards & recognitions

17%

of our employees have worked here 10+ years

21%

of people work part time, mainly for studying



About working in Cybernetica

Every organisation believes that their team is the best in the world and so do we. Our people are very friendly, ambitious and interesting, and our team dynamic is close-knit. Looking at the big picture it is clear that we work for the same goal - to take the secure future-proof technologies and innovation developed in Estonia into the whole wide world.

- We don't believe in open offices - our teams are divided into small groups in private offices to support better concentration.
- Personal mentors for interns.
- We offer flexible working hours and a possibility to work part-time.
- Strong team event traditions - in addition to company wide events we also celebrate all victories, big or small.

About the internship programme

Cybernetica's internship programme is designed to support students' further career in Cybernetica. We support the personal development of our employees by providing flexible opportunities that help to combine work and studying.

IT Technical Support Specialist Alari Niinemäe

"I chose Cybernetica for my internship because of the company's reputation for innovative technology with a strong focus on research and development. I was attracted to the opportunity to work with and learn from a team of highly skilled professionals in a supportive and challenging environment. I was also impressed by Cybernetica's commitment to providing its interns with meaningful work experiences and the opportunity to do meaningful work. I knew that this internship would provide me with a unique opportunity to grow as a professional and advance my career in systems administration".



Head of HR Helena Jõgi



"We always welcome smart people who want to start their careers in building the digital society. Since we cannot expect previous work experience from students, the most important thing for us is the right attitude, independence and values that match Cybernetica's. Our internship programme is designed in such a way that a young person gets a fairly strong basic knowledge base in the IT field, and in addition, after a successful internship period, there is an opportunity to stay at Cybernetica. Over the years, it has given me a lot of joy when I see talented young people becoming experts in their field under the guidance of experienced specialists".

Junior QA Engineer Kadi-Riin Toomaja

"I applied for the internship because my mentor from the University of Tartu had already completed the same programme and continued to work at Cybernetica. I heard a lot of great things from him, and I was also interested in the company's fields of activity. Working at Cybernetica has allowed me to broaden my professional horizon, which has also supported my studies. My flexible work schedule allows me to manage my time between both, work and school. I also believe that the team I work with is very important as they have always been supportive and we have had a lot of fun together, such as movie and board game nights".



The structure and application process of our internship programme

The internship programme starts in June and is ongoing for 2,5 months, including a week of vacation. During the programme, interns will get to work on different assignments and tasks to see if their vision and values align with ours. If possible, we always offer a full-time position after the internship.



Global impact

Work on tech used in Japan, UAE, the Bahamas and more than 30 other countries.



Keep learning

Go to school while working. Learn new skills through paid seminars and conferences.



Flexible office arrangement

Home office, office office, remote office – choose your own location!



Bonuses & compensations

Compensation for tech gadgets & paid work travel expenses, hefty referral bonus.



Sound mind & healthy body

5 paid days off per year for either illness or mental health, sports compensation.

How to apply?

Applying for internship is easy! Just follow the steps below:

26.02 - 22.03: Applications are open

25.03 - 12.04: Test assignment

22.04 - 03.05: Interviews with students that have passed the test assignment

03.05: Our deadline for final feedback

10.06: The beginning of your internship at Cybernetica

This year, we are hiring interns for the Data Exchange Technologies Department and Information Security Research Institute. If you are fascinated by **science** or **programming**, it is your chance to make a global impact at Cybernetica.

Apply here!

Should you have any questions, please send them to **Katrina Kurg**, the manager of internship programme:

katrina.kurg@cyber.ee

PS! We understand you might be anxious about choosing the first step of your future career. We hope **this article** makes choosing easier.

We are looking forward to having you on our team!