



# Case study

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eTech prides itself on being fast-paced, dynamic and incredibly responsive to industry demand, and we're proud to have energetic and committed colleagues who are passionate about their work and keen to deliver exceptional results to our clients.

We're always adding to the team here, and our 'New Talent' programme is a key pipeline for us in terms of getting fresh new ideas into the business via enthusiastic who are colleagues keen to apply their theoretical knowledge in a real-life, practical setting.

Our 'New Talent' programme encompasses apprentices, graduates and placement students, and here we take a look at the journey one of our placement students took with us.

[Find out more about careers at eTech here](#)

Name: **Kevin Lee**

Role: **Software Developer**

Read on to learn more about Kevin's experience as an Intern at eTech and how this appointment developed into a full time permanent position.



## The recruitment process

### How did you find out about eTech?

I was one of the first to take part in the internship programme and was referred by a friend who already worked as a Software Developer at eTech. The recruitment process was very informal and consisted of a brief interview that was friendly and open.

## Placement experience

### How was your experience working as an intern?

Being midway through my degree, the internship gave me great insight into what I should focus on when I resumed my studies. The internship itself was centred around real projects and practical experience which allowed me to acquire many of the skills that I hadn't gained at university.

One of my highest achievements was the creation of an automated app that carried out a digital process that was initiated by specific actions carried out during software development. After completing the internship I kept in contact with eTech employees and was invited to the eTech Christmas party. I believe that the relationship I maintained with eTech throughout my studies played an important role in me attaining a permanent position within the company.

## The return as a permanent colleague

### What do you do day to day?

As a software developer, we work in teams that include testers and other developers. Currently, I work on the structure of one of the desktop applications, Survey Hub. I am excited to be working on a relatively new part of the software where our team helps to make ideas and concepts come alive. The Development teams are constantly working on different projects so my role is always diverse and challenging.

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### What is it like to work in the eTech office?

The eTech office is a relaxed and friendly environment where there is a heavy focus on learning and sharing knowledge. I also took part in social circles like cinema and book clubs where groups would come together over common interests, which definitely helped our teams get closer. The best thing about working in this atmosphere is the open office and flat management structure, which makes it easy for me to communicate to senior members of staff and peers across departments.



## Advice for future students

### Do you have any tips and hints for interns starting their career?

One thing that I would say to potential applicants is if you have a passion and a drive to have a career in coding, don't let lack of formal experience hold you back from applying. Many of the coders I worked with did not have related qualifications for software development but had enthusiasm and a thirst for learning. To help demonstrate your passion, it is also beneficial if you have any independent projects you have done or any extra curricula hobbies that compliment software developing.

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### Why should someone consider an internship with eTech?

I found eTech to be a truly unique work experience as they do not just expect you to work but instead prioritise a focus on building individuals so they realise their potential in software development. The people at eTech do not hold your hand but rather make sure you are equipped to be able to sustain yourself as you work.

