



6 Month HR Think Tank Internship

(BRPHR1512)

PLEASE READ CAREFULLY BEFORE CONTINUING.

European Student Placement Agency, Ltd (ESPA UK) is a recruitment agency whose goal is to find high quality internships for European students in the UK. We work closely with our host companies to ensure the positions provide the candidates with a great experience, both professional and personal.

REQUIREMENTS: ESPA vacancies are open to all EU passport holders able to travel to the UK for an educational work placement, without the need for visa documents. You have to be a registered student and/or have Erasmus+ status to be eligible for our internships. Any student who is unsure of their situation should check with their university before applying. Non-EU students can also apply if they are studying in the EU and can get an Erasmus+ grant/status for the entire length of the internship.

BENEFITS: All ESPA's services are **free** for students and alumni. The benefits are:

- 1) Paid Accommodation.
- 2) Paid Utility Bills (electricity, gas, water and council tax) + Internet Access
- 3) Commuter travel to work (accommodation will be found within an acceptable commuting distance from the workplace, if that requires more than a sensible walk then a bus/train ticket will be provided).

This will be sourced and managed on your behalf by ESPA. **These benefits have an approximate value of 700€-1000€ per month (depending on location).**

There is no salary over and above the benefits offered, unless specifically stated.

To know more, please visit: www.espauk.com

The Host Company

Our client is a major international energy company, headquartered in London. Our client constantly looks to push the boundaries of what's achievable and it's their people who make this possible.

Role

There is a significant opportunity to join a new intern "HR Think Tank" as part of a major endeavour to Modernise & Transform a key segment of their business. The interns selected will be a part of an exciting pilot which may be rolled-out across other functions later in 2017.

We are looking for **4 interns to form this new Think Tank**, to explore a range of global HR challenges. The aim of the intern team is to work on specific topic briefs, to understand best practice, build insight and develop HR focused proposals which will enable the business to flourish in a changing world. The questions we will be examining may include:

- How can we build a truly inclusive working environment?
- What is the future and potential of Predictive People Analytics?
- How can we enable a new kind of people mobility in a global workforce?
- How can a new approach to recognition (including implementation of a digital recognition tool) support and / or drive a new culture?
- What are the future Strategic Workforce Planning tools and process in a contemporary context?

Duration

6 months

Location

The team will be located in central London, alongside an intern team from a different part of the business. Team members may be expected to work 1-2 days per week in other offices in the South East of England.

Languages

Fluent in written and spoken English (B2 onwards).

Start date

Beginning of March 2017

Tasks

The tasks require students with creative ideas, analytical capability, a strong interest in Human Resources and a can-do mentality, as well as the wish to apply their specific skills and expertise in an open and challenging environment. We are looking for the ability to think broadly and deeply about HR and people at work in a global context, with the backdrop of rapidly changing demographics, emerging technologies and the social and environmental changes that underpin many of the wider global shifts that are currently emerging.

Personal Skills

- You wish to be part of a progressive group of like-minded individuals searching for new ideas and developing new insights for Human Resources.
- You have a track record of successful team work with the ability to work with a diverse group of people.
- You would like to work in a dynamic environment where there is space for new ideas, wider thinking and ways of working and where supervision is more 'light touch' guidance rather than day-to-day management.
- You are a self-starter, adaptive to change and can respond quickly and positively to revised scope and direction of activities.
- You are ideally a Master level student.

How to apply

STEP 1) Please, register with us at <http://www.espauk.com/students/register-with-us>

STEP 2) Please, send an email to apply@espauk.com with the reference code **BRPHR1512** attaching your CV as a pdf file. A cover letter is always helpful.