



Talent and Candidate Selection Internship (ESPHR1808)



APPLY HERE

**THIS IS A FUNDED, ON-SITE INTERNSHIP
INCLUDING WORK PERMIT!**



Application Deadline

9 September 2026



Start Date

Autumn/Winter 2026



Duration

12 months



Location

Belfast
Northern Ireland



Benefits

- Certificate of sponsorship costs paid for
- A private room in a professional shared house, paid for, including Wi-Fi and utilities costs.
- Monthly payment for living expenses.
- Commuting costs paid for

Role Description

This is a fantastic opportunity for an **energetic, engaging and naturally outgoing candidate with outstanding people skills** to join the ESPA/IAESTE team. You will play a key role in promoting our internships to international students generating enthusiasm for the opportunities we offer. This is a **highly people-focused** role where you'll spend time building relationships, initiating conversations, conducting interviews, engaging with students and host companies, and helping candidates through their internship journey. We're looking for someone who **genuinely** enjoys connecting with others, can build rapport quickly, and thrives in a social and collaborative environment. You should be confident reaching out to new people, comfortable representing the organisation both online and in person, and motivated by helping others discover exciting international opportunities.

Tasks

- Meet and interview talented students from around the world.
- Match candidates with exciting international internship opportunities.
- Build relationships with host companies and understand their recruitment needs.
- Engage with prospective candidates.
- Help candidates through the recruitment process.
- Contribute ideas for promotion of opportunities to attract, engage and support applicants.
- Support recruitment, marketing and business administration activities within a small, collaborative team.
- Playing an active role in delivering a positive customer experience.

Desired Skills

- Studying for a degree in Business Management, Human Resources or similar
- Exceptional interpersonal skills and the ability to build rapport quickly
- A natural conversation starter who enjoys meeting new people and building relationships.
- Confident communicator, both verbally and in writing.
- Comfortable networking, interviewing and representing the organisation professionally.
- Positive, proactive, approachable and enthusiastic personality.
- Strong organisational skills with excellent attention to detail.
- Able to prioritise workload and manage multiple tasks effectively.
- High levels of energy, initiative, drive and commitment.

The Host Company

The host is the UK and Irish branch of a global non-profit organisation dedicated to providing students with paid international work experience in technical and STEM-related fields. The current team brings extensive experience from its sister company, which has been offering international internship opportunities since 2012. With a unique business model, we can offer internships and research projects to students with companies in the UK and Ireland, ranging from global corporates to start ups and, in a whole array of disciplines. Rapidly expanding, we are now looking to get more quality host companies on board, meaning a need for top quality people to assist with recruiting. The host has had many successful internships and with their friendly team and work hard, play hard ethic, you are guaranteed a great experience.

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