

# HackCampus Internship Programme



Our mission is to connect London's startups with the best technical talent coming out of universities.

## Facts

- HackCampus finds software engineering interns for London's startups
- We pre-screen applicants, ensuring that companies only talk to applicants with high technical ability
- HackCampus is supported by **Index Ventures**, and has recruited interns for companies such as **Deliveroo**, **Secret Escapes**, **SwiftKey**, **Credit Benchmark** and **MyOptique**

## Why interns?

- **London's startups have difficulties finding the best technical talent**
- The market for developers is extremely competitive:
  - Startups are unable to compete with big banks & established tech companies on salary
  - Also often unable to compete on brand recognition
- Joel Spolsky (founder of Stack Overflow, Trello, Fog Creek) in Inc. Magazine, on how to hire the top 1% of developers:

*So if the top 1 percent never apply for jobs, how can you recruit them? **My theory is that the best way is to find them before they realize there is a job market--back when they're still in college.** [...] Many of the best developers I know took a summer internship on a whim and then stayed on. They have applied for only one or two jobs in their lives. [...] At more prestigious schools, the kids tend to feel that they are in such demand that they don't bother reaching out to employers. They simply go to on-campus recruiting events to see what's there. At Fog Creek, I've had a lot of success recruiting college students. In fact, **I hired more than half of my developers as college interns, then recruited them for full-time work.***

- Small companies often don't look for students or recent graduates, for several reasons:
  - Lack of resource to do campus recruiting - recruiting teams are very small or non-existent
  - Perceived need to hire "experienced developers" only
- Campus recruiting is high-effort, low-return unless you have hundreds of roles to fill
- Instead, **internships are a key recruitment tool for tech companies:**
  - Students often join full-time once they graduate
  - Enhances the company's brand as a technical employer on campus through word of mouth
  - Real work is the best possible way of discovering whether a potential employee is a fit for the company
- **Internships are a standard recruitment tool for the best tech startups in the US**
  - The [HackNY](#) programme recruits on average 30 software engineering interns a year for over 100 startups in New York
  - [KPCB Fellows](#) is a similar programme organised by VC firm KBCP in Silicon Valley.
- **Interns can be highly productive members of your team**
  - "Years of experience" is an extremely poor metric for software developers!
  - Assumes that programming experience starts after university - but many young developers have several years of experience working on personal projects
  - Expertise in a specific technology is rarely a good indicator of overall performance
  - Much better indicators:
    - Varied personal projects
    - Involvement in hackathons, university tech societies, meetups
    - Ability to communicate clearly about code & complex systems
    - Real personal interest in programming languages & related technologies
  - We test for these in our application process for students

## Why HackCampus?

- **We have been able to repeatedly identify developers who are extremely productive with very little experience "on paper"**
  - A HackCampus intern joined Credit Benchmark as a full-time engineer after completing the summer internship. She joined a team of 11 engineers as a replacement for a developer with 5 years of experience, and is out-performing him according to CTO Donal Fleming.
  - One HackCampus intern joined Deliveroo 2 years in a row. She is now returning as full-time software engineer next year.
  - Secret Escapes has been part of the programme 3 years running, with interns shipping production code every year.
- **HackCampus is supported by Index Ventures**
  - Index Ventures' continued support enables us to run on an entirely not-for-profit basis
- **Our team has connections and experience with all sides of tech recruitment**
  - The original co-founders were all Computer Science students with ambitions of working in startups, and experience of doing software engineering internships at Google, Facebook, Amazon
  - Close ties to student tech societies at King's College London, UCL and Imperial College, as well as top student hackathon organisers Major League Hacking
  - Partnership with [Employ-Ability](#), experts in internship recruiting for students with disabilities

## Our product: HackCampus internship programme

- **10-week paid summer internship** at a startup in London
- HackCampus does initial **technical screening** of applicants & matches applicants to startups based on technologies and specific hiring criteria
- Interns perform **real software engineering tasks** in engineering teams
- Interns have the option to live in student **accommodation in Central London** provided by HackCampus
- We organise events for the interns throughout the internship, as well as **chances for companies to meet the entire cohort** at office visits and the HackCampus Demo Day
- 2018 dates: **25 Jun - Sep 1**

## What do companies need to provide?

- Ideally, the majority of your company's engineering team should be based in London.
- Interns should have a direct line manager, acting as their tech lead & mentor.
- We have a guideline salary of £400/w, plus £250/w for accommodation.

## Stats

- This is the **4th** programme. The first programme happened in **2015**.
- So far, **9** companies have taken part.
- We have placed **20** interns.
- **2** of those have converted to full-time engineering roles after their internships.

## Ready to take on talented student developers?

Contact Harry at [harry@hackcampus.io](mailto:harry@hackcampus.io) for more information.

If you'd like to hear directly from the CTOs at companies who have taken part in the programme, we'd be more than happy to introduce you.

HackCampus is supported by



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 SwiftKey.

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