



PFE BOOK

2025 – 2026

PART 1

internships@3sspring.com 

www.3sspring.com 



3S SPRING

A PARTNER YOU CAN TRUST

Welcome in our space!

3S Spring is a rapidly expanding, independent Tunisian service company based in Ariana and Bizerte, founded in 2022 by talented and ambitious professionals, each of them represents a successful story of its own.

3S Spring offers a wide range of services designed for the progress of any company (public or private), of any size (VSEs, SMEs and mid-sized companies); being a contributor at the heart of today's major industries, in our own way.

www.3sspring.com

Table Of Contents

1. 3S Spring's Mission, Vision and Values	4
2. Profiles Wanted	6
3. How To Apply	7
4. End of Study Topics	9

• Human Resources	9
• Agile Management	10
• Business Development	11
• UML Design	11
• Marketing	12
• Graphic Design	13
• UI/UX Design	14
• Web & Mobile Development	15
• Devops & Cloud	17
• Embedded & IoT Development	18
• Quality Assurance	18
• Network & Cybersecurity	19
• Database Administration	19
• Data Science	20
• Big Data	21

Our **Vision**

We operate on a sharing philosophy. Our ambition is to raise along with everyone connected to us: clients, partners and personnel, ...

We aim to coexist, grow and thrive within the high-potential Tunisian market, and to become the best work environment and destination for Tunisian youth.

Our **Mission**

3S Spring has established itself as a key partner for its onshore, nearshore, and offshore clients, supporting them in fulfilling their business needs, in IT and in digital services.

Indeed, 3S Spring is committed to providing state-of-the-art solutions, expert advice, high-quality training, and precise, modern digitization solutions.

Our Values

The right balance between professionalism and humanity is the fine key to maintain a healthy work relationship.



www.3sspring.com

Wanted Profiles

Each year, 3S Spring welcomes interns of different backgrounds (engineers, designers, managers, HRs, marketers), from various nationalities and top universities, colleges, and engineering schools: ENIT, Sup'Com, INSAT, ESPRIT, ENICarthage, ENSIT, ENET'Com, ISAMM, TechUp, TBS, ISIMM, Institut Supérieur des Beaux Arts de Tunis, Université Centrale, ...

As well as foreigners: University of Michigan, Universidade Federal do Rio De Janeiro (UFRJ), Universitat de Barcelona, Università degli Studi di Torino, University of Delhi, ...

3S Spring places great importance on its interns. Our internship program breaks with the traditional model; our intern is at the heart of our main critical projects and decision-making process. With the advantage of remote work, while benefiting from efficient mentorship and real-life challenges, enhancing both the hard and soft skills.

On the other hand, 3S Spring is committed to building a cohesive, close-knit, yet dynamic team. You are welcome to join if you are:

- Super respectful, with great ethics and manners.
- Autonomous and independent.
- Motivated and ambitious.
- Talented with high potential.
- Leader who thrive on challenges, with good communication skills.

www.3sspring.com

How To Apply

Step 01

If you think one of the upcoming topics is right for you and you'd like to apply, simply send us an email to internships@3s-spring.tn

Please:

- ☐ Choose a maximum of 3 topics.
- ☐ Format the email subject line as follows, with the topic choices sorted by priority:
PFE-code1-code2-code3-FirstName-LastName
- ☐ You can send a spontaneous application.

Step 02

Describe in the body your suitability for these specific topics.

Step 03

- ☐ Attach your CV as a PDF file, titled:
CV_First Name_Last Name.pdf
- ☐ You can attach as well your portfolio showcasing your previous work, as a PDF file, titled:
Portfolio-FirstName-LastName.pdf, or include a link to it.
- ☐ Do not attach a cover letter.

How It Works

Applications deadline: 28 December. After receiving your application:

Screening and pre-selection



Remote interviews



Selection and kick-off

Note that these internships are **fully remote**, yet **unpaid**, with the possibility of a **full-time contract extension**.

www.3sspring.com

Human Resources

RH1: Management of Human Resources

Description:

Support in recruitment efforts; analyzing recruitment needs, drafting and posting offer advertisements, pre-screening applications, conducting telephone interviews, scheduling interviews, onboarding new recruits until their integration, digitizing HR files..

Requirements: Level Bac+3 in Human Resources or eq., good understanding of psychology, organization skills, familiarity with IT.

Number of Interns: 2

Duration: 4-7 months

RH2: Sourcing optimization

Description:

Elaborate recruitment pipelines, execute actions, analyze recruitment needs and review performance, draft and post job advertisements, pre-screen applications, conduct telephone interviews, schedule interviews, digitize HR files.

Requirements: Level Bac+3 in Human Resources or eq., good understanding of psychology, organization skills, familiarity with IT.

Number of Interns: 2

Duration: 4-7 months

Project Management

PM1: Portfolio Management assistance

Description:

Work directly with the manager, report to him and support him in; elaborating projects' and products' charts, assisting in initiation, UML designing, integrating members and ensuring team management, analyzing performances, conducting Scrum ceremonies, scheduling and leading meetings, ... throughout the decision-making process.

Requirements: Level Bac+3 in Management or eq., or Bac+5 in IT, good psychology knowledge, organization skills, strategic/tactic thinker, familiarity with IT.

Number of Interns: 2
Duration: 4-7 months

PM2: Internal management automation and modernization

Description:

Develop and test dedicated scripts and macros to automate actions and processes, on the central Google sheet and its linked files. Migrate the data to the newly developed private management website.

Requirements: Level Bac+3 in Management or eq., or in IT, organization skills, familiarity with IT and software.

Technologies: Google Sheet, Javascript, CSV, Gemini.

Number of Interns: 1
Duration: 3-5 months

Business Development

Bu1: Business development optimization

Description:

Work directly with the manager and support him in the decision-making process. Identify and promptly inform our leadership concerning new business niches, opportunities and ideas. Provide a world-class prospect. Identify inefficiencies and implement improvements in our process.

Requirements: Level Bac+3 in Business or eq., persistent, prudent and strategic/tactic thinker, familiarity with IT.

Number of Interns: 2

Duration: 4-6 months

UML Design

UML1: R&D projects & products design

Description:

Understand the projects' and products' features, scopes and constraints, to help decide the needed UML designs and implement them under the industry standards.

Requirements: Level Bac+3 in IT or eq., good English.

Technologies: Diagrams.net (Draw.io) & PlantUML

Number of Interns: 2

Duration: 5-7 months

Marketing

Mk1: 3S Spring branding

Description:

Understand target audience and support in elaborating and implementing its marketing strategy, communication plan. Research markets. Conduct SWOT analysis. Upgrade the company portfolio. Analyze and optimize the website and pages traffic, SEO and content. Supervise, criticize, and monitor progress. Search and adapt to probable impediments. Manage related communities.

Requirements: Level Bac+4 in Marketing or eq., prudent and strategic/tactic thinker, familiarity with IT.

Number of Interns: 2

Duration: 5-7 months

Mk2: 3S Spring products strategy

Description:

Understand target audience and support in elaborating and implementing its marketing strategy, communication plan, while managing the communities. Research markets and conduct SWOT analysis. Analyze and optimize websites and pages visibility and content. Supervise, criticize, and monitor progress. Search and adapt to probable impediments.

Requirements: Level Bac+4 in Marketing or eq., prudent and strategic/tactic thinker, familiarity with IT.

Number of Interns: 3

Duration: 5-8 months

Graphic Design

G1: 3S Spring and its internal products visual identity

Description:

Elaborate logos and graphic charts, apply motion effects, conceive print and digital designs for identity, documents and social media (content, posts, banners).

Requirements: Level Bac+3 in Graphic Design or eq., artistic yet sharp vision, familiarity with IT.

Technologies: Canva, Illustrator, Photoshop, After Effects

Number of Interns: 1

Duration: 4-7 months

G2: R&D products visual identity

Description:

Elaborate logos and graphic charts, apply motion effects, conceive print and digital designs for identity, documents and social media (posts, banners).

Requirements: Level Bac+3 in Graphic Design or eq., artistic yet sharp vision, familiarity with IT.

Technologies: Canva, Illustrator, Photoshop, After Effects

Number of Interns: 2

Duration: 4-7 months

UI/UX Design

UIX1: Web interfaces design

Description:

Define a suitable color palette for the products interfaces. Conceive web & desktop mockups and prototypes. Elaborate technical documentation of the designed features.

Requirements: Level Bac+3 in Graphic Design or IT, artistic yet sharp vision, familiarity with IT.

Technologies: Figma

Number of Interns: 2
Duration: 4-8 months

UIX2: Cross-platform products design

Description:

Define a suitable color palette for the products interfaces. Design mockups and prototypes for web, mobile & desktop. Elaborate technical documentation of the present features.

Requirements: Level Bac+3 in Graphic Design or IT, artistic yet sharp vision, familiarity with IT.

Technologies: Figma

Number of Interns: 3
Duration: 5-8 months

Software Development

DW1: SaaS application implementation

Description:

Understand the features and the UML designs. Convert UI/UX prototypes to responsive interfaces and develop backend modules. Create Unit/Integration tests. Elaborate technical documentation of the developed features.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: Next, Typescript, Tailwind, Django, REST, JSON, PostgreSQL, MongoDB

Number of Interns: 1

Duration: 6-8 months

DW2: Product upgrade and new modules implementation

Description:

Understand the existing product's features. Convert UI/UX prototypes to responsive interfaces and develop backend modules. Create Unit/Integration tests. Elaborate technical documentation of the newly developed features.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: React, Typescript, Tailwind, Node, Django, REST, JSON, PostgreSQL, MongoDB

Number of Interns: 2

Duration: 5-7 months

DW3: Online shop implementation

Description:

Assist in the market search, niche defining, products sourcing. Implement and customize the theme/template, the robust backend, the payment module, and connect it. Create Unit/Integration tests. Prepare the shop content and the technical documentation. Setting up shipping rules, tax settings, integrations, and third-party tools.

Requirements: Level Bac+3 in IT, detail-oriented, organized.

Technologies: WooCommerce / Ecwid / Shift4Shop / Magento

Number of Interns: 1

Duration: 4-6 months

DMo1: Android & iOS mobile application implementation with web admin dashboard

Description:

Understand the features and the UML designs. Convert UI/UX prototypes to intuitive and responsive mobile interfaces. Develop backend modules and admin dashboard. Create Unit/Integration tests. Elaborate technical documentation of the developed features.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: Flutter, React, Typescript, Django, REST, JSON, PostgreSQL, MongoDB

Number of Interns: 3

Duration: 6-8 months

Automation

Au1: Bots implementation & validation

Description:

Understand and analyze the workflows. Design the logic and convert them to crucial scalable and highly available bots. Implement admin dashbaord. Create Unit / Integration tests. Elaborate the technical documentation.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: Python, Selenium/Appium, No/Low-Code

Number of Interns: 2

Duration: 5-7 months

Devops

DOp1: Deployment optimization

Description:

Develop scripts and processes to facilitate and manage deployments. Implement secure CI/CD pipelines and advanced monitoring services.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: Python, Go, Docker, Ansible, Kubernetes, Gitlab, Bitbucket, Grafana/Prometheus

Number of Interns: 1

Duration: 6-8 months

IoT Development

IoT1: Clock-in tools implementation & validation

Description:

Help decide the hardware. Implement scalable and highly available software. Integrate the tools into the system. Elaborate technical documentation and needed tests.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: C++, JSON, REST, Python, PyTest

Number of Interns: 1

Duration: 5-7 months

QA/QC

QA1: Manual and automated testing

Description:

Elaborate different types of tests, from performance tests to system tests. Ensure a continuous quality control.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: Python, PyTest, Selenium, Appium, Postman, Robot Framework, Sonarcube

Number of Interns: 3

Duration: 6-8 months

Cybersecurity

S1: Clock-in tools implementation & validation

Description:

Design and implement custom cybersecurity layers, security logs, response and recuperation plans. Simulate incidents, perform pentests, report and correct system vulnerabilities.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: Python, Metasploit, Graylog, Wazuh

Number of Interns: 2

Duration: 5-7 months

Database Administration

DBA1: Manual and automated testing

Description:

Elaborate SQL and No-SQL schemas after data modeling. Design and implement secure data flows based on RBAC logic. Create triggers, stored procedures, indexing. Ensure its scalability and high-availability.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: Python, SQL, PostgreSQL, MySQL, MongoDB, Neo4j, Redis

Number of Interns: 2

Duration: 6-8 months

Data Science & AI

DS1: Computer Vision recognition model

Description:

Gather and prepare data. Ensure its quality. Conduct descriptive analysis and interpretation. Implement intelligent model using Computer Vision techniques. Validate and deploy it into the embedded system.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: Python, OpenCV, Tensorflow, Transfer Learning, Fine Tuning

Number of Interns: 1

Duration: 5-6 months

DS2: NLP-based treatment system

Description:

Gather and prepare data; semi-structured and unstructured. Ensure its quality. Conduct descriptive analysis and interpretation. Implement intelligent model using NLP techniques. Validate and deploy into the system.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: Python, Tensorflow, NLP, Transfer Learning, Fine Tuning

Number of Interns: 1

Duration: 5-6 months

Big Data

Bg1: Clock-in tools implementation & validation

Description:

Design and implement scalable and highly available data infrastructure and data pipelines. Integrate into the system and test in different conditions. Elaborate technical documentation.

Requirements: Level Bac+5 in IT, detail-oriented, organized.

Technologies: Python, Go, Hadoop, Flink, Kafka, Redis, MongoDB, Neo4j

Number of Interns: 2

Duration: 6-8 months

Let's Work Together

**Part 2 will be launched
soon, stay tuned!**

For more information, please feel free to contact us on:

- **Linkedin:** www.linkedin.com/company/3sspring
- **Facebook:** www.facebook.com/3sspring
- **Email:** internships@3sspring.com
- **Website:** 3sspring.com