



Internship Book **2025/2026**

Discover, Learn, Thrive: Embracing the future

Bako in a nutshell:

Bako Motors is the first **Tunisian** company specialized in the development and manufacturing of **Solar Electric** vehicles.



OUR PRODUCTS



Bako B-Van



Bako Bee

HOW TO APPLY ?

1.

Choose
your topic

Find the topic in the
next pages.

2.

Send your
CV

Send your CV with the
reference topic to:
hr@bakomotors.com

3.

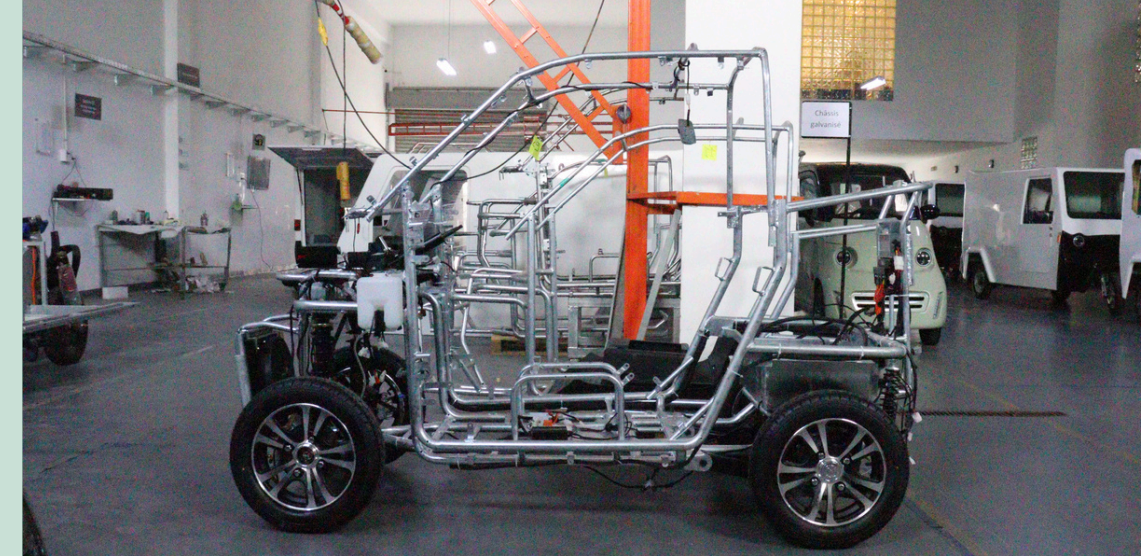
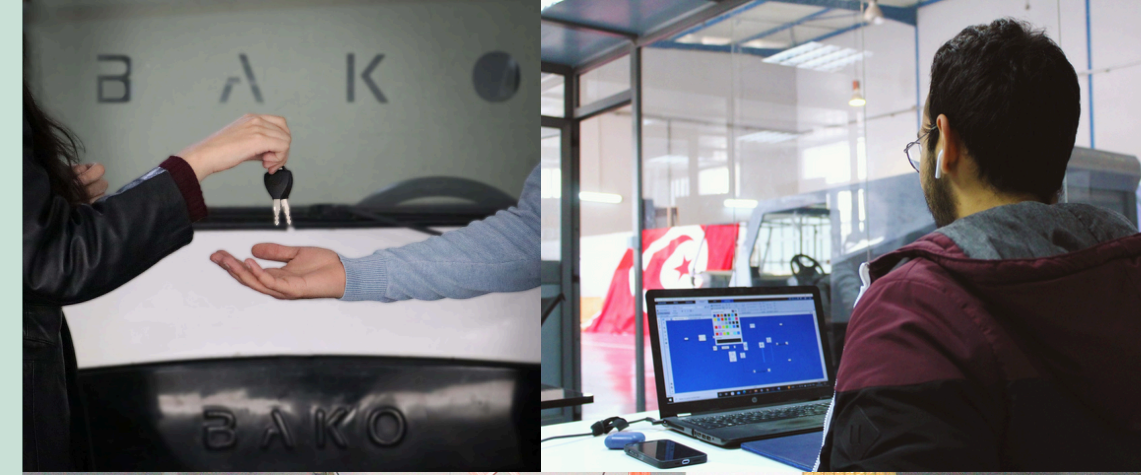
Pre-selection &
Interview

After the acceptance,
we will welcome you
for the interview.

2025/2026

Internship fields:

- Product design
- Research & Development
- Mechanical engineering
- Electrical engineering
- Methods
- Quality Engineering
- Marketing
- Sales
- Finance
- Business development
- HR
- Cybersecurity



Subject: 1

Design : Concept car design and bee facelift

Department: Design

- Number of trainees: 1

What you will do:

- Create high-quality freehand sketches and digital renderings.
- Communicate effectively with different teams to ensure a seamless workflow.
- Employ creative thinking to provide innovative design solutions.
- Utilize technical knowledge to support the design process and project requirements.
- Gain valuable insight into industrial processes related to automotive design

Required Expertise:

- Design thinking
- Sketching
- 3D modelling

Subject: 2

Thermal Management & Cabin Heating System for the European Market

Department: R&D

- Number of trainees: 1

What you will do:

- ensuring optimal temperature regulation for the vehicle's battery , while meeting European standards for energy efficiency, comfort, and cold-weather performance.

Required Expertise:

- 3D simulation.
- Matlab.
- Good analyzing skills.
- Teamwork skills and flexibility.

Subject: 3

AI-Powered Telematics Mobile Application

Department: R&D

- Number of trainees: 1

What you will do:

- Develop a mobile application that integrates the Telematic Card and AI system across all vehicle models, enabling real-time monitoring, data analysis, and intelligent insights to enhance connectivity, performance, and user experience.

Required Expertise:

- Understanding of data processing, predictive modeling, and real-time analytics.
- Experience with AI frameworks such as TensorFlow, PyTorch, or Scikit-learn.
- Ability to design and integrate AI models for vehicle performance analysis and user behavior insights.

Subject: 4

Ai powered detective system for after-sales

Department: R&D

- Number of trainees: 1

What you will do:

- Conduct a feasibility study on an after-sales car problem detection system powered by AI, using only simulation-based analysis.

Required Expertise:

- Understanding of machine learning fundamentals (supervised/unsupervised learning).
- Experience with AI models for fault detection or predictive maintenance.
- Familiarity with data preprocessing, feature extraction, and model evaluation techniques.

Subject: 5

Off-road B-van version study

Department: R&D

- Number of trainees: 1

What you will do:

- Design an off-road version of the B-Van by optimizing its structure, suspension, and traction for enhanced performance on rough terrains.

Required Expertise:

- Understanding of vehicle architecture and design optimization.
- Knowledge of chassis and body structure design for off-road applications.
- Familiarity with ground clearance, approach/departure angles, and underbody protection design.

Subject: 6

Business Intelligence Integration: Power BI Dashboard Design from Odoo ERP Data

Department: R&D

- Number of trainees: 1

What you will do:

- Design and implement a dynamic Power BI dashboard by extracting and transforming data from Odoo ERP to visualize key business metrics such as sales, inventory, procurement, and financial performance.

Required Expertise:

- Understanding of data visualization principles and dashboard design best practices.
- Knowledge of KPIs and performance metrics.
- Proficiency in creating dashboards, reports, and data models using Power BI.

Subject: 7

Cybersecurity Risk Assessment

Department: R&D

- Number of trainees: 1

What you will do:

- The project includes threat modeling, risk scoring, and proposing mitigation strategies (e.g., network segmentation, encryption, access control) to protect production data and ensure operational continuity.

Required Expertise:

- Understanding of cybersecurity principles.
- Understanding of business impact analysis and risk mitigation planning.
- Familiarity with data privacy standards and compliance frameworks.

Subject: 8

TikTok UGC Strategy for Brand Engagement

Department: Marketing

- Number of trainees: 1

What you will do:

- Develop and manage a TikTok UGC strategy to boost brand visibility.
- Create authentic short videos, including face-to-camera content.
- Analyze performance metrics and community engagement.
- Suggest strategic improvements for future UGC campaigns.

Required Expertise:

- Basic knowledge of Supply Chain & Logistics Management.
- Understanding of customs regulations and international trade procedures.
- Familiarity with transportation, warehousing, and distribution workflows.

Subject: 9

Social Media Visual Content Design

Department: Marketing

- Number of trainees: 1

What you will do:

- Design creative visuals for social media campaigns.
- Develop a consistent visual identity aligned with brand guidelines.
- Create content formats for Instagram, Facebook, and LinkedIn.
- Optimize designs to increase engagement and visibility.

Required Expertise:

- Skills in graphic design and branding.
- Proficiency in Adobe Photoshop, Illustrator, and Canva.
- Understanding of social media trends and formats.
- Creativity and attention to visual detail and storytelling.

Subject: 10

Direction system Dynamic stability study

Department: Mechanic

- Number of trainees: 1

What you will do:

- study the steering system's behavior and to find a solution that enables the wheels to return to their initial position after turning.

Required Expertise:

- Understanding of vehicle steering systems.
- Knowledge of dynamic stability control and self-centering mechanisms.
- Experience with CAD software.

Subject: 11

Feasibility Study and Process Design for Manufacturing LFP

Department: Electric

- Number of trainees: 1

What you will do:

- Strategic Feasibility and Process Design for Local LFP Battery Manufacturing

Required Expertise:

- 3D simulation.
- Matlab.
- Good analyzing skills.
- Teamwork skills and flexibility.

Subject: 12

Effect of Welding Parameters and Fixturing Strategy on Chassis Geometry Variability

Department: Quality

- Number of trainees: 1

What you will do:

- Find the optimal welding parameter to apply
- Find a better fixing method to prevent variability

Required Expertise:

- Understanding of welding methods such as MIG, TIG, and spot welding, and their effects on material properties.
- Familiarity with fabrication processes, assembly operations, and production line optimization.
- Knowledge of geometric dimensioning and tolerancing.

Subject: 13

Gage R&R Study & Control Charts for Measurement System Validation in Production

Department: Quality

- Number of trainees: 1

What you will do:

- Identify critical measurement points in the production process and select appropriate instruments and operators for the study.

Required Expertise:

- Understanding of Gage R&R (Repeatability & Reproducibility) studies and Statistical Process Control (SPC) principles.
- Proficiency in Control Charts (X-bar, R, P, and I-MR charts) for monitoring and validating measurement systems.
- Experience with Matlab for data analysis, simulation, and visualization.

Subject: 14

HR development

Department: HR

- Number of trainees: 1

What you will do:

- HR Analytics Dashboard
- Competency Mapping & Career Path Design
- Redesign of Performance Appraisal System
- Create digital communication Policy

Required Expertise:

- Understanding of HR functions including recruitment, training, performance appraisal, and employee engagement.
- Ability to collect, interpret, and visualize HR data using tools like Excel or Power BI to support decision-making.
- Knowledge of competency frameworks and designing career development paths aligned with organizational goals.

Subject: 15

Sales Retail Intern

Department: Sales

- Number of trainees: 1

What you will do:

- Gain experience in our retail sales operations.
- Assist in customer interactions, product demonstrations, and inquiries.
- Contribute to retail sales strategies and promotional events.
- Work closely with the sales team to achieve sales targets.

Required Expertise:

- Strong customer service skills.
- Effective communication and sales skills.
- Ability to work in a retail environment.
- Enthusiasm for the product and sales.

Subject: 16

Business Development Intern

Department: Sales

- Number of trainees: 1

What you will do:

- Identify potential partners and support the partnership development process.
- Research and assess potential collaborations, joint ventures, or alliances.
- Assist in creating partnership proposals and presentations.
- Collaborate with cross-functional teams to execute partnership strategies.
- Assist in identifying and pursuing new business opportunities.
- Conduct market research and competitor analysis.
- Support the development of market entry strategies.
- Collaborate with the team to generate leads and drive sales initiatives.

Required Expertise:

- Strong analytical and research skills.
- Good communication and negotiation skills.
- Ability to think strategically and spot market trends.
- Proficiency in MS Office, especially Excel

Subject: 17

Contribution in Management control of the company overall performance

Department: Finance

- Number of trainees: 1

What you will do:

- Analyze how management control enhances the company's overall performance by monitoring financial and operational results, developing performance dashboards, supporting budget planning.
- provide strategic insights that help optimize resource allocation and strengthen decision-making processes.

Required Expertise:

- Sketch
- 3D model
- Presentation

Subject: 18

Financial feasibility study of an investment project

Department: Finance

- Number of trainees: 1

What you will do:

- Conduct a financial feasibility study to evaluate the profitability, viability, and risks of an investment project by analyzing projected costs, revenues, and cash flows.
- Calculating key performance indicators such as NPV, IRR, and payback period to support informed investment decisions and ensure alignment with the company's strategic objectives.

Required Expertise:

- Ability to evaluate project costs, revenues, and cash flows using financial models.
- Knowledge of NPV (Net Present Value), IRR (Internal Rate of Return), and Payback Period calculations.
- Proficiency in Excel or similar tools for performing quantitative and scenario analysis.

Subject: 19

Digital Work Instructions for Assembly Processes

Department: Methods

- Number of trainees: 1

What you will do:

- Create interactive or visual work instructions to reduce training time and assembly errors.

Required Expertise:

- Knowledge of industrial assembly processes and manufacturing workflows.
- Basic understanding of Lean Manufacturing principles (5S, Standard Work, Kaizen).
- Familiarity with Digital Work Instructions (DWI) tools or platforms (e.g., VKS, Tulip, Poka...)

Subject: 20

Design and Validation of an Assembly Jig

Department: Methods

- Number of trainees: 1

What you will do:

- Develop a custom jig to improve precision, repeatability, and ergonomics in a manual assembly process.

Required Expertise:

- Understanding of mechanical design fundamentals.
- Proficiency with CAD software (SolidWorks, CATIA, Inventor, or similar)
- Knowledge of manufacturing processes (machining, 3D printing, sheet metal)

Subject: 21

Assembly Line Balancing Using Simulation Tools

Department: Methods

- Number of trainees: 1

What you will do:

- Use software (e.g., FlexSim, Tecnomatix,) to simulate and balance workloads across stations.

Required Expertise:

- Understanding of production and assembly line operations
- Knowledge of line balancing techniques (e.g., Yamazumi charts, cycle time optimization)
- Experience with simulation or industrial engineering tools

Subject: 22

Development of a KPI Dashboard for Production Monitoring

Department: Methods

- Number of trainees: 1

What you will do:

- Design and implement a real-time dashboard to track key performance indicators in assembly operations.

Required Expertise:

- Understanding of Production & Manufacturing KPIs.
- Experience with data analytics and visualization tools such as Power BI, Tableau, or Google Data Studio.
- Skills in Excel (formulas, Pivot Tables, Power Query).

Subject: 23

Optimization and Customs Process Standardization for Improved Logistics Efficiency

Department: Logistics

- Number of trainees: 1

What you will do:

- Analyze the current supply chain structure and identify inefficiencies in transportation, warehousing, and customs clearance. It includes mapping and formalizing customs procedures and documentation standards to reduce lead times, minimize compliance risks, and improve overall logistics performance.

Required Expertise:

- Basic knowledge of Supply Chain & Logistics Management.
- Understanding of customs regulations and international trade procedures.
- Familiarity with transportation, warehousing, and distribution workflows.

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