



# **Calgra Group**

## **PFE & INTERNSHIP GUIDE**

# **2025–2026**

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## About Company

Calgra Group is a UK-based innovation-driven start-up, working remotely, building AI-native software products across sports, business intelligence, and sustainability.

We develop purposeful digital platforms that solve real problems, combining modern engineering, thoughtful design, and a mission-led approach.

Our progress has been recognised through support from major global programmes, including NVIDIA, Microsoft for Startups, AWS, Atlassian, Techscaler, and the British Chambers of Commerce.


## Our **Vision**

To create high-impact digital products powered by innovation, intelligence, and purpose, improving how people interact with technology across industries.

## Our **Mission**

To build modern, AI-driven platforms that are simple, reliable, and meaningful.

We combine creativity, engineering excellence, and transparency to deliver products that genuinely help people and communities.

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# Our Values

## **Global Talent, Local Impact**

We recruit talent from anywhere, focusing on potential and performance.

## **Purpose Over Hype**

We build tech that matters, with real value for people and the planet.

## **Excellence Without Compromise**

Every product is crafted to meet high standards of quality and innovation.

## **Radical Transparency**

Open, honest communication internally and with our users.

## **Innovation at the Core**

Ideas win here, no matter where they come from.

## **Our Projects**

### **Scorpii Score**

A next-generation football experience where fans make predictions, join leagues, compete, connect, and enjoy the game without gambling pressure.

### **PolariScore**

A sustainability data and scoring platform helping organisations understand, improve, and measure their environmental and social performance.





## Our Project

## Scorpii Score

Scorpii Score started during the 2018 World Cup as a small prediction game among friends, created purely for the love of football. Since then, it has grown steadily and is now in its **growth stage**.

What started as a hobby has grown into a football-tech application with many users and a bold mission:

**Make football more fun, more social, and healthier for fans everywhere.**

We are building powerful tools that enhance matchdays, connect communities, and advance the future of football engagement.

### Why Scorpii Score Exists?

- **Competition without gambling:** smart, skill-based predictions.
- **Community at the centre:** leagues, discussions, shared passion.
- **Smarter insights:** curated football stats that help, not confuse.
- **Positive impact:** promoting healthy football engagement and fighting gambling harms.



# Ongoing Improvements & Future Directions in ScorpII Score

To keep ScorpII Score evolving, our team continuously builds new features and improvements that elevate fan experience, strengthen community interaction, and enhance overall platform performance.

Below are some of the key development areas recently released or currently in progress:

## **Enhanced Community Spaces**

Creating stronger hubs where clubs, local teams, and football communities can stay connected, organised, and engaged.

## **Grassroots Football Integration**

Expanding tools for amateur teams and local clubs to participate more actively through prediction features and shared match experiences.

## **Richer Content Experience**

Improving the delivery of football stories, analysis, and updates through more dynamic and engaging media formats.

## **Smarter Conversations & AI Assistance**

Building intelligent support systems that provide reliable insights and enable more natural, helpful interactions across the platform.





# Ongoing Improvements & Future Directions in ScorpII Score

## **Improved Notifications & Engagement Flows**

Designing smoother, more personalised matchday reminders and automated engagement triggers to keep fans active at the right moments.

## **Advanced League Formats**

Introducing modern league systems inspired by progression and learning models to allow more structured and exciting competition paths.

## **Better Match Insights & Details**

Enhancing the depth, clarity, and visual presentation of match data to support smarter, more confident predictions.

## **User Experience Refinements**

Refreshing core areas like onboarding, pop-up flows, and informational screens to improve clarity, guidance, and overall ease of use.

## **Modernised League Design**

Continuing to redesign the league interface using updated design standards — with user feedback playing a central role in shaping the final experience.



# Wanted Profiles for ScorpII Score

## Business

For students interested in contributing to the strategic, operational, and communication aspects of ScorpII Score. This profile suits those who want to work on market-related tasks, support the company's growth, and participate in organising and improving the business activities of the startup.

## Software Development

For students who want to take part in building and improving the ScorpII Score application. This profile involves contributing to technical development, supporting new features, solving product challenges, and gaining experience in the software creation process.



## AI & Data

For students passionate about artificial intelligence and data. This profile includes working on data-related tasks, supporting AI initiatives, and contributing to the development and optimisation of intelligent features inside the app.



# General Internship Information (Applicable to All Roles)

- **Duration:** 3 to 6 months (negotiable), with potential for extension
- **Flexible Working Hours** – Interns can manage their schedules while attending some mandatory meetings during the week.
- **Weekly Meetings** – Regular team meetings ensure guidance, progress tracking, and collaboration.
- **Paid Internship** – All positions are remunerated.
- **English Proficiency Required** – Strong communication skills in English are essential.
- **Learning & Growth Opportunities** – Gain hands-on experience and develop professional skills through real projects.
- **Team Collaboration** – Work closely with experienced team members and across departments.
- **Mentorship & Support** – Access guidance from supervisors to navigate your role and responsibilities.
- **Professional Environment** – Maintain a proactive, responsible, and collaborative attitude.

# **Intern Roles in the Business Team**

- **B2B Business Development Manager intern**
  - **B2C Business Development Manager intern**
  - **Marketing & Internal Operations Manager intern**
  - **Tournaments & Campaigns Intern**
  - **Proposition & Market Analysis Intern**
  - **UI & Content Analysis Intern**
  - **Strategy Associate Intern**
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# B2B Business Development Manager intern

## **Role Purpose:**

The B2B Business Development Manager will drive revenue for the app by forming strategic partnerships, securing sponsorship deals, and managing in-app advertising opportunities. This role reports directly to the founders, giving you visibility into key business decisions and the opportunity to shape the app's monetization strategy.


## **Key Responsibilities:**

- Identify, negotiate, and manage relationships with partners for in-app rewards, prizes, and sponsorships.
- Evaluate advertising deals and opportunities, assessing profitability and strategic fit.
- Develop strategies for monetization, in-app promotions, and partner campaigns.
- Coordinate with internal teams to ensure partner campaigns are executed effectively.
- Monitor performance of B2B initiatives and adjust strategies to maximize revenue.
- Provide insights and recommendations to leadership on growth and revenue opportunities.

## **You're good if you...**

- Have experience or strong interest in sales, partnerships, and business development.
- Are analytical and comfortable evaluating deals for profitability and ROI.
- Have strong negotiation and relationship management skills.
- Can work independently to close deals and manage partner expectations.
- Understand digital advertising, sponsorship models, and in-app engagement opportunities.

## **What You'll Gain:**

- Direct experience generating revenue and closing partnerships in a fast-growing app.
  - Exposure to strategic decision-making in monetization and advertising.
  - Opportunity to shape the app's business model and partner ecosystem.
  - Visibility into leadership decision-making and direct collaboration with founders.
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# B2C Business Development Manager Intern

## Role Purpose:

The B2C Business Development Manager will drive user growth by defining strategies, identifying partnership opportunities, and launching campaigns to attract and retain users. This role reports directly to the founders, giving you a strategic perspective on the company's growth and an opportunity to make a measurable impact.


## Key Responsibilities:

- Identify potential partnerships, collaborations, and campaigns to acquire new users.
- Reach out to local businesses, sports brands, and organizations to form partnerships, sponsorships, or affiliate deals
- Plan and execute marketing and growth strategies to increase user adoption and engagement.
- Analyze target user segments, behaviors, and opportunities for growth.
- Work closely with product, marketing, and campaigns teams to optimize user acquisition efforts.
- Monitor campaign performance and iterate to maximize user growth and retention.
- Provide insights and recommendations to leadership on growth initiatives and priorities.

## You're good if you...

- Have experience or strong interest in marketing, user acquisition, or growth strategy.
- Can identify opportunities to attract new users and understand what drives engagement.
- Are creative and can design campaigns that resonate with target audiences.
- Are data-driven and can track KPIs to optimize growth strategies.
- Can collaborate across teams to align product, marketing, and campaigns with growth objectives.

## What You'll Gain:

- Hands-on experience driving user growth for a digital platform.
  - Exposure to growth strategies, campaign planning, and partnership management.
  - Opportunity to see the direct impact of your strategies on the app's user base.
  - Experience analyzing user behavior and optimizing campaigns for engagement.
  - Visibility into leadership decision-making and direct collaboration with founders.
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# Marketing & Internal Operations Manager

## Role Purpose:

The Marketing & Internal Operations Manager will lead the company's marketing, community engagement, and internal coordination efforts. This role ensures strong day-to-day operations, unified brand development, and support for monetization initiatives.

You will act as the bridge across teams and report directly to leadership, giving you major influence over brand positioning, communication strategy, and internal execution.


## Key Responsibilities:

- Plan, launch, and manage marketing campaigns across social media and digital channels.
- Act as the community manager: engage users, respond to inquiries, and maintain a strong online presence.
- Coordinate internal teams, ensuring alignment between product, design, business development, and campaigns.
- Support monetisation strategies through marketing, partner visibility, and community activation.
- Lead brand development and positioning, ensuring consistency across all communication and content.
- Oversee day-to-day operations to ensure smooth workflow, task progression, and timely delivery.
- Track marketing KPIs, user engagement metrics, and community feedback to guide strategy.
- Collaborate with leadership to plan priorities, set campaign goals, and execute company-wide initiatives.

## You're good if you...

- Have experience or strong interest in marketing, digital communication, or community management.
- Are organised, proactive, and comfortable managing multiple tasks and teams at once.
- Have strong communication skills and can represent the brand effectively.
- Understand social media trends, content engagement, and brand identity building.
- Are comfortable analyzing performance metrics and adjusting strategies based on data.
- Enjoy being involved in the day-to-day operations of a startup and helping it stay organised and aligned.

## What You'll Gain:

- Leadership experience managing marketing, communication, and internal operations.
  - Direct influence over the brand, community voice, and user engagement strategies.
  - Hands-on involvement in monetisation initiatives and growth campaigns.
  - A deep understanding of how a startup operates across all departments.
  - Close collaboration with founders and visibility into high-level decision-making.
  - The opportunity to shape the brand's presence, community culture, and operational efficiency.
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# Tournaments & Campaigns Intern

## Role Purpose:

The Tournaments & Campaigns Intern will be responsible for driving engagement and excitement around in-app tournaments. This role combines creativity, operational execution, and community interaction to ensure users and partners are fully engaged with our football-focused competitions.

## Key Responsibilities:

- Design, launch, and manage in-app tournaments, ensuring they are engaging and well-structured.
- Actively engage with users to understand their needs, gather feedback, and boost participation.
- Collaborate with partners to ensure tournaments and campaigns meet KPIs and deliver value.
- Support marketing campaigns tied to tournaments, helping create promotional content and ideas.
- Generate innovative concepts for tournaments and campaigns to enhance user experience.
- Monitor and analyze campaign and tournament performance to suggest improvements.

## You're good if you...

- Have a passion for football and follow matches and tournaments.
- Enjoy engaging with people and building community excitement.
- Are creative and have ideas for innovative campaigns and competitions.
- Can organize multiple projects and follow them through from start to finish.
- Are proactive and comfortable collaborating with partners and internal teams.
- Like analyzing results and using insights to improve future campaigns.

## What You'll Gain:

- Hands-on experience managing digital tournaments and engagement campaigns.
  - Insights into user behavior and community engagement strategies.
  - Exposure to partnership management and marketing campaign execution.
  - Opportunity to contribute creative ideas and see them implemented in a live platform.
  - Practical knowledge of the football industry and fan engagement.
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# Proposition & Market Analysis Intern

## Role Purpose:

The Proposition & Market Analysis Intern will be responsible for understanding the football app market, competitors, and users, and providing actionable insights to guide product, business, and marketing strategies. This role combines research, analysis, and strategic thinking to help the company stay ahead in a competitive landscape.


## Key Responsibilities:

- Conduct detailed analyses of competitor apps, including features, user experience, and engagement strategies.
- Gather and analyze feedback from users of competing apps to understand preferences, pain points, and trends.
- Monitor the market for new app launches, innovations, and emerging competitors.
- Analyze competitors' marketing strategies to identify opportunities and threats.
- Track trends in sports, gaming, and digital engagement to identify new opportunities for the company.
- Benchmark key metrics (user engagement, retention, monetization) across competitors to inform strategic decisions.
- Summarize findings in actionable reports for product, marketing, and strategy teams.
- Suggest new product features or enhancement for the existing features in the product.
- Take feedback from the users of the app

## You're good if you...

- Have a strong knowledge of football and the sports app ecosystem.
- Are analytical and comfortable using frameworks like SWOT, competitor benchmarking, and trend analysis.
- Enjoy researching, synthesizing data, and creating actionable insights.
- Are proactive in spotting market opportunities and potential threats.
- Can communicate findings clearly and collaborate effectively with internal teams.

## What You'll Gain:

- Hands-on experience in market research and competitive analysis for digital products.
  - Deep understanding of user behavior and preferences in the football app ecosystem.
  - Exposure to product, business, and marketing strategy development.
  - Opportunity to influence real product and campaign decisions with your insights.
  - Practical experience using analytical frameworks and reporting insights professionally.
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# UI & Content Analysis Intern

## Role Purpose:

The UI & Content Design Intern will focus on producing high-quality visual content for both marketing materials and in-app UI elements. This role is centered on creative production, ensuring the company has a constant stream of strong, visually appealing assets that support product development and brand communication.

## Key Responsibilities:

- Generate high-quality graphic content for marketing, social media, and in-app use.
- Design UI elements, layouts, and mockups to support development teams.
- Ensure all content and UI designs are visually consistent and aligned with brand guidelines.
- Collaborate with team members to understand requirements and deliver creative solutions efficiently.
- Focus on production and design; performance monitoring and analysis is handled by the requesting team.

## You're good if you...

- Have strong graphic design skills and an excellent eye for layout, colours, and visual hierarchy.
- Can quickly generate clean, modern, and appealing UI components and content.
- Are highly creative and able to turn ideas into polished visuals with minimal direction.
- Can adapt designs to fit different contexts: social media posts, UI screens, icons, illustrations, etc.
- Enjoy working closely with the product and marketing teams to deliver assets that meet specific needs.
- Are comfortable iterating based on design feedback.

## What You'll Gain:

- Hands-on experience producing real marketing visuals and UI components used directly in the product.
  - Exposure to UI design processes within a growing digital platform.
  - The chance to build a strong portfolio with practical, high-impact design work.
  - Experience collaborating with product managers, developers, and marketing teams.
  - The opportunity to specialise and grow as a UI/graphic design-focused creator, not a general marketer.
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# Strategy Associate Intern

## Role Purpose:

The Strategy Associate Intern will support the founders by taking a long-term, strategic perspective on the startup's growth and operations. This role requires a deep understanding of all areas of the company and the ability to analyze opportunities, risks, and priorities to help guide decision-making.


## Key Responsibilities:

- Support the founders in strategic planning and decision-making processes.
- Analyze opportunities, risks, and trends to inform long-term product, business, and marketing strategies.
- Provide suggestions for new features, areas of focus, and growth initiatives for the app.
- Coordinate projects and resources across teams to ensure alignment with strategic priorities.
- Give constructive feedback and insights to founders and internal teams to improve execution.
- Participate in cross-functional discussions to gain a comprehensive understanding of the startup's operations.
- Assist in monitoring progress toward strategic goals and suggest adjustments as needed.

## You're good if you...

- Think critically and enjoy analyzing complex problems from multiple perspectives.
- Are proactive, organized, and able to coordinate multiple projects or teams.
- Have an interest in startups, product strategy, and long-term business growth.
- Can synthesize information quickly and make actionable recommendations.
- Are comfortable participating in discussions with founders and contributing your ideas confidently.

## What You'll Gain:

- Exposure to the full spectrum of a startup's operations and strategic decision-making.
  - Hands-on experience analyzing opportunities, risks, and growth strategies.
  - Direct mentorship from the founders and insight into leadership decision-making.
  - Opportunity to influence the company's direction and see your strategic ideas implemented.
  - Practical experience coordinating resources and aligning teams toward long-term goals.
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# Intern Roles in the Software Team

- **Frontend Engineer Intern**
- **Backend Engineer Intern**
- **DevOps Analyst Intern**



# Frontend Engineer Intern

## Role Purpose:

Your role will be part of our sports technology ecosystem, Scorpii Score, where you'll help develop and improve our mobile application using Flutter. This is a hands-on position where you'll work on live projects, collaborate with cross-functional teams, and gain real experience in building and maintaining production-grade apps with high-quality design and performance.

Depending on your performance and company requirements, the role could convert into a long-term graduate-level contract upon conclusion of the internship.


## Key Responsibilities:

- Develop clean, efficient UI components based on design specifications.
- Implement responsive layouts across mobile and desktop environments.
- Collaborate with UI/UX designers to ensure accurate design implementation.
- Improve existing pages, components, and interactions based on feedback.
- Integrate frontend components with backend APIs.
- Test and debug user-facing features to ensure stability and performance.
- Maintain code quality through proper structure, comments, and best practices.

## You're good if you...

- Have solid knowledge of HTML, CSS, JavaScript, and a modern framework (React preferred).
- Enjoy creating smooth, intuitive user interfaces.
- Pay strong attention to detail and visual quality.
- Like solving UI issues and optimizing small interactions.
- Are comfortable learning quickly and adapting to new tools.

## What You'll Gain:

- Hands-on experience building real product features used by thousands of football fans.
  - Exposure to modern frontend stacks and UI component systems.
  - Experience collaborating with designers and backend engineers.
  - Guidance and mentorship from experienced engineers.
  - A strong portfolio of practical, real-world UI work.
- 



# Backend Engineer Intern

## Role Purpose:

We are seeking a skilled .NET Developer to join our growing development team. In this hands-on role, you will build secure, high-performing, and scalable APIs and backend systems across a range of Calgra products. You will contribute directly to live projects and collaborate closely with cross-functional teams in a fast-paced, agile environment.

## Key Responsibilities:

- Develop, test, and maintain Flutter mobile applications (Android & iOS)
- Implement responsive UI designs that deliver a seamless user experience across devices
- Manage state effectively using GetX
- Ensure high code quality, performance, and maintainability
- Collaborate with designers, backend developers, and product managers
- Participate in code reviews, debugging, and performance optimization
- Contribute ideas to enhance user experience and app scalability


## You're good if you...

- Strong knowledge of Flutter and Dart
- Demonstrated experience with at least one published or portfolio mobile app
- Understanding of GetX for state management
- Familiarity with responsive design principles and adaptive layouts
- Focus on clean, maintainable code and best practices
- Solid understanding of mobile app architecture and lifecycle
- Studying towards or have obtained a bachelor's degree in Computer Science or a related field
- Ability to work collaboratively in a team and communicate clearly

## Preferred:

- Experience with RESTful APIs and backend integration
- Familiarity with Git, CI/CD pipelines, and Firebase or AWS Mobile
- Understanding of UX/UI principles and Flutter animations

## What You'll Gain:

- Hands-on experience building scalable systems in a dynamic product environment.
  - Opportunities to work across multiple products and technologies.
  - Exposure to agile development practices and modern software engineering workflows.
  - Supportive team culture focused on growth and knowledge sharing.
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# DevOps Analyst Intern

## Role Purpose:

The DevOps Analyst Intern will support infrastructure, automation, and deployment workflows. This role focuses on improving reliability, monitoring, and continuous integration processes to keep Scorpii Score running smoothly.


## Key Responsibilities:

- Assist in configuring CI/CD pipelines for faster and safer deployments.
- Help maintain cloud infrastructure (AWS, GCP, or similar).
- Monitor system performance and identify potential issues.
- Support automated testing, containerization (Docker), and environment setups.
- Document infrastructure processes and operational workflows.
- Collaborate with backend and engineering teams to align deployments with development needs.
- Contribute to improving reliability, uptime, and scaling processes.

## You're good if you...

- Have basic knowledge of cloud services or Linux environments.
- Are familiar with CI/CD tools (GitHub Actions, GitLab CI, or similar).
- Understand Docker or want to learn container-based deployments.
- Enjoy optimizing processes and automating repetitive tasks.
- Think logically and have strong problem-solving skills.

## What You'll Gain:

- Real experience managing infrastructure for a live digital product.
  - Exposure to DevOps tools, cloud services, and deployment workflows.
  - Hands-on experience with Docker, monitoring tools, and CI/CD pipelines.
  - A strong foundation in system operations and reliability engineering.
  - Skills that are highly valued in modern software engineering careers.
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# **Intern Roles in the AI & Data Team**

- **AI/ML Engineer Intern**
- **Statistical Modeling Engineer Intern**
- **Data Analyst Intern**



# AI/ML Engineer Intern

## Role Purpose:

The AI/ML Engineer will help build and scale the intelligence behind Scorpai Score's prediction and backend systems. This role combines machine learning, backend development, and the fast-growing world of Agentic AI, making it ideal for someone who enjoys solving challenging problems and designing systems that learn, adapt, and automate.

## Key Responsibilities:

- Build, maintain, and optimise machine learning models powering Scorpai Score features.
- Develop backend services, APIs, and data pipelines that support ML workflows.
- Write clean and efficient Python code for data processing, model training, and deployment.
- Use SQL to query, analyse, and optimise large datasets.
- Apply systems design thinking to create scalable and robust AI/ML architecture.
- Experiment with Agentic AI approaches to enhance automation and system intelligence.
- Collaborate with product and engineering teams on new ideas and features.


## You're good if you...

- Are highly proficient in Python and comfortable structuring production-level code.
- Have solid experience with SQL and relational databases.
- Enjoy solving complex, ambiguous problems and breaking them into clean technical solutions.
- Think systematically and care about building scalable, maintainable systems.
- Are curious about (or already exploring) Agentic AI, automation, and intelligent backend architectures.
- Communicate clearly and work well with cross-functional teams.

## Bonus Skills:

- Experience with AWS (Lambda, S3, RDS, EC2, etc.).
- Familiarity with MLOps or model deployment/monitoring.
- Experience with distributed systems or data engineering.

## What You'll Gain:

- The opportunity to work on an AI-first product shaping football analytics and user engagement.
  - Ownership of end-to-end AI and backend components that directly impact thousands of users.
  - Exposure to cutting-edge Agentic AI and the freedom to test new approaches.
  - A fast-paced learning environment where your ideas contribute directly to product direction.
  - Experience building real-world systems at the intersection of ML, backend engineering, and automation.
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# Statistical Modeling Engineer Intern

## Role Purpose:

We're looking for a Statistical Modeling Engineer to help design the foundations of ScorpII Score's prediction logic. This role suits someone who enjoys building statistical models, exploring football-related datasets, and turning raw data into structured, meaningful insights that power core features.


## Key Responsibilities:

- Build and refine statistical models for match prediction and scoring logic.
- Explore datasets to identify patterns, trends, and model opportunities.
- Use Python to create model prototypes, baselines, and evaluation scripts.
- Use SQL to extract, prepare, and validate data from internal databases.
- Work with the AI/ML team to compare statistical approaches with ML-based alternatives.
- Produce clear documentation on modeling assumptions and results.

## You're good if you...

- Have strong skills in Python and SQL.
- Understand statistical modeling basics (regression, probability distributions, sampling, evaluation).
- Enjoy working with numbers, trends, and structured logic.
- Want to apply statistics to football analytics and real-world prediction.
- Are curious, analytical, and comfortable exploring ambiguous datasets.

## What You'll Gain:

- Experience shaping the statistical engine behind ScorpII Score.
  - Opportunities to experiment with football performance datasets.
  - A hands-on role in designing baselines used across the product.
  - A collaborative environment with AI/ML engineers and product owners.
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# Data Analyst Intern

## Role Purpose:

We're looking for a Data Analyst to support product decisions, user behaviour analysis, and operational insights at Scorpai Score. This role is ideal for someone who enjoys turning data into clear stories, dashboards, and actionable recommendations.

## Key Responsibilities:

- Analyse user behaviour, engagement patterns, and predictions performance.
- Build dashboards and reports that help the team understand product trends.
- Work with SQL to pull and structure data for analysis.
- Use Python for data cleaning, exploration, and visualisation.
- Identify insights that can improve retention, gameplay, and scoring logic.
- Collaborate with product, engineering, and content teams on data-driven decisions.

## You're good if you...

- Work comfortably with SQL and Python for analysis.
- Have strong analytical thinking and enjoy uncovering insights.
- Understand basic statistical concepts (correlation, distributions, significance).
- Can communicate insights in a simple, visual, and convincing way.
- Have an interest in football analytics or sports data (not mandatory but a plus).

## What You'll Gain:

- Exposure to real-world product analytics at scale.
- The chance to influence product decisions and user experience.
- Experience analysing football user behaviour across thousands of predictions.
- A fast-growing environment where insights directly shape the product roadmap.



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# How to apply

## **Stage 1** **Application Form**

Candidates start by filling out the application form, available in the post description. This first step allows us to understand their background, interests, and preferred profile.

## **Stage 2** **Interview (for selected candidates)**

After reviewing the forms, shortlisted applicants will be invited to a remote interview. This step helps us confirm the match and gives candidates the chance to ask questions about the experience.





## Let's Work Together

At Calgra, we believe in combining passion, innovation, and teamwork to create the best experience for football fans everywhere. Join us and help shape the future of sports technology.



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