



PFE BOOK

2025 - 2026

PART 2

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 professionals from different backgrounds, each of them represents a story of resilience, tenacity and perseverance, of its own.

3S Spring offers a wide range of services designed for the progress of public & private companies, whether TPE, PME, ETI or GE); being a contributor at the heart of today's major industries, in our own way.

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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, we are committed to providing state-of-the-art solutions, expert advice, high-quality training, and precise, modern digitization solutions.

We are on a mission, as well, to encourage the idea of "Remote work" arrangement as an efficient, trustworthy and disciplinary framework.

Our Values

“The right balance between professionalism & humanity is the finest key to maintain a healthy work relationship.”



Wanted Profiles

Each year, 3S Spring welcomes interns of different backgrounds (engineering, design, management, HR, business & marketing), from various nationalities and top universities and schools, like:

Sup'Com, INSAT, ENICarthage, ENSI, ESPRIT, ENIT, ENSIT, ENET'Com, ENISo, ESSAI, ISAM, ISI, ENSTAB, Faculty of Scinces, Polytech, TechUp, TBS, ESB, ISIM, ISET, ISG, FSEG, ISSAT, ISTIC, IHE, IHEC, ESSECT, ESSTED, ESCT, ESEN, ISCAE, ISBAT, Université Centrale, EPI, SMU, ESAD, etc.

As well as: University of Michigan, Universidade Federal do Rio De Janeiro, Universitat de Barcelona, Università degli Studi di Torino, EMSI, ESIGELEC, University of Delhi, Kedge Business School, etc.

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.



How It Works

Screening and pre-selection



Remote interviews



Selection and kick-off

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

Note also that the internship duration depends on the topic's scope and on the intern's will.

www.3spring.com



How To Apply

Step 01

If you think one of the following topics is right for you and you'd like to apply, simply send us an email to internships@3sspring.com

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

Human Resources

HR3: Strategic Workforce Administration

Description:

Supporting in managing daily operations, including policy enforcement, performance management, and relations. As well as in aligning HR strategy with business objectives. Assisting with talent acquisition; staffing requirements, job descriptions, incoming resumes, initial phone screenings, interview logistics, and onboardings facilitation and culture promotion through to full integration.

Requirements: Bac+3 in Human Resources, Psychology or eq.

Number of Interns: 2; Duration: 3-4 months

Business Administration & Management

BA1: Strategic Program Management

Description:

Collaborating directly with leadership to provide high-level support through: defining project and product roadmaps and charters, assisting during the initiation phase, and drafting UML architectural designs. Additionally, managing team integration, tracking performance metrics, facilitating Scrum ceremonies, and coordinating key meetings to drive the entire decision-making cycle.

Requirements: Bac+3 in Management, Business Administration or eq., or Bac+5 in Computer Science, strategic thinker.

Number of Interns: 3; Duration: 3-6 months

International Business

IB3: Strategic International E-Business Expansion

Description:

Supporting global operations by conducting market research, analyzing international competitors, and assisting with cross-border business development and marketing strategies, managing international client relations, translating content for global markets, crafting supply chain logistics, and analyzing data to support international sales.

Requirements: Bac+3 in International Business, E-Business or eq., strategic thinker.

Number of Interns: 2; Duration: 3-4 months

Business Development & Entrepreneurship

Bu1: Business Development Optimization

Description:

Collaborating directly with leadership to provide high-level support through: identifying and promptly reporting to our leadership concerning new business niches, opportunities and ideas, providing a world-class prospect, detecting inefficiencies and proposing improvements in our process.

Crafting and drafting new businesses' architectural designs.

Requirements: Bac+3 in Business Development, Entrepreneurship, or eq., strategic thinker.

Number of Interns: 3; Duration: 3-4 months

Marketing & Sales

Mk3: Launching 3S Spring's New Products

Description:

Understanding target audience and supporting in elaborating and implementing its marketing strategy, and communication plan. Collaborating on researching markets, conducting SWOT analysis, enhancing the company's portfolio, analyzing, establishing and optimizing the website's and pages' traffic, SEO and content.

Surveying and monitoring progress, searching and adapting to probable impediments, managing related communities.

Requirements: Bac+3 in Marketing or eq., strategic thinker.

Number of Interns: 2; Duration: 3-4 months

Operations & Logistics

Ops1: Logistics Strategy for Commercial Operations Sustainability

Description:

Collaborating directly with leadership to provide high-level support through: designing and implementing supply chain processes that reduce environmental impact while enhancing efficiency and cost-effectiveness, addressing the entire products' lifecycle—from sourcing and warehousing to transportation and last-mile delivery.

Requirements: Bac+3 in Operations, Logistics, Industrial, or eq., strategic thinker.

Number of Interns: 1; Duration: 3-5 months

Graphic Design

G3: Visual Branding for R&D solutions

Description:

Elaborating logos and graphic charts, applying motion effects, conceiving print and digital designs for identity, documents and social media (content, posts, banners).

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

Technologies: Canva, Illustrator, Photoshop, After Effects

Number of Interns: 2; **Duration:** 3-4 months

UI/UX Design

UIX3: Web interfaces design

Description:

Defining a suitable color palette for the products' interfaces. Conceiving web, mobile & desktop mockups and prototypes. Elaborating technical documentation of the designed features.

Requirements: Bac+3 in UI/UX, Graphic Design, Computer Science, or eq., artistic yet sharp vision.

Technologies: Figma.

Number of Interns: 2; **Duration:** 3-5 months

Web & Mobile

DW4: B2B Services Platform Development

Description:

Understanding the features and the UML designs. Collaborating on the software architecture. Crafting UI/UX responsive designs and develop fullstack modules. Setting up integrations, and third-party tools. Creating Unit/Integration tests and elaborating technical documentation of the developed features. Assisting with the performance analysis, SEO enforcement and deployment.

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

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

Number of Interns: 2; Duration: 5-6 months

DW5: Internal Management Web Application Implementation

Description:

Understanding the features and the UML designs. Crafting UI/UX responsive designs and develop fullstack modules. Setting up integrations, and third-party tools. Creating Unit/Integration tests. Collaborating on software architecture and on technical documentation. Assisting with the deployment.

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

Technologies: Python, Odoo, TypeScript, Tailwind, Next/React, PostgreSQL

Number of Interns: 2; Duration: 5-6 months

DMo2: Android & iOS Mobile Application for B2B Services

Description:

Understanding the features and the UML designs. Crafting UI/UX responsive designs and develop and highly available fullstack modules. Setting up integrations, and third-party tools. Creating Unit/Integration tests. Collaborating on software architecture and on technical documentation. Assisting with the performance analysis, SEO enforcement and deployment.

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

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

Number of Interns: 2; Duration: 5-6 months

ERP1: Odoo R&D Integration

Description:

Understanding the features. Crafting UI/UX responsive designs and update the selected modules. Setting up rules, integrations, and third-party tools. Creating Unit/Integration tests. Collaborating on software architecture and on technical documentation. Assisting with the performance analysis, SEO enforcement and deployment.

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

Technologies: Python, Odoo, TypeScript, Tailwind, Next/React, PostgreSQL

Number of Interns: 2; Duration: 5-6 months

AuI: Bots Implementation & Validation

Description:

Understanding and analyzing the workflows. Designing the logic and converting them to crucial scalable and highly available bots. Implementing admin dashbaord. Creating Unit / Integration tests. Elaborating the technical documentation.

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

Technologies: Python, Selenium/Appium/Ansible/N8N/Zapier

Number of Interns: 2; Duration: 4-6 months

Embedded & IoT

IoT2: AI-Edge Smart Tools Implementation

Description:

Benchmarking and helping decide the hardware. Implementing scalable and highly available low-level software. Integrating the tools into the system. Elaborating technical documentation and needed tests.

Requirements: Bac+5 in Embedded, IoT, or eq.

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

Number of Interns: 2; Duration: 6 months

QA & QC

QA2: R&D Products' Testing & Improving

Description:

Assisting in elaborating test plans, tests cases. Crafting different types of tests, from integration tests to end-to-end tests. Identifying, analyzing, and reporting bugs and defects. Ensuring a continuous quality control.

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

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

Number of Interns: 3; Duration: 4-6 months

Network & Cybersecurity

S2: Defensive & Offensive Security Upgrade

Description:

Designing and implementing custom cybersecurity layers, security logs, response and recuperation plans.

Simulating incidents, performing pentests, reporting and correcting system vulnerabilities.

Requirements: Bac+5 in Cybersecurity, IT, or eq., detail-oriented, organized.

Technologies: Python, Linux, Bash, Metasploit, Graylog, Wazuh, IPsec, Wireshark

Number of Interns: 2; **Duration:** 6 months

N1: Smart Network Design

Description:

Designing and drafting a dedicated network's architecture; typology, nodes, components, inter-communication.

Simulating it in different scenarios and identifying and correcting system weaknesses and vulnerabilities.

Requirements: Bac+3 in Networking, IT, or eq.

Number of Interns: 1; **Duration:** 4-6 months

Data Infrastructure & Big Data

DBA2: SQL & NoSQL Databases Management

Description:

Collaborating on data modeling; elaborating relational schemas and No-SQL validation schemas. Designing and implementing secure data flows and layers based on RBAC logic. Create triggers, stored procedures, indexing. Ensure the scalability and high-availability.

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

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

Number of Interns: 1; **Duration:** 4-6 months

Bg2: Big Data Infrastructure Implementation

Description:

Designing and implementing scalable and highly available data infrastructure and data pipelines. Integrating them into the system and performing different tests in various conditions. Elaborating technical documentation and assisting in deployment.

Requirements: Bac+5 in Data Engineering, Big Data, IT, or eq.

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

Number of Interns: 1; **Duration:** 6 months

Let's Work Together

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