ICDET INTERNATIONAL INTERNSHIP PROGRAMME

Explore Your Potential. Develop Your Skills. Create Real Impact.

International traineeships in education, innovation, technology, entrepreneurship and social development.

1. Welcome to ICDET

The International Centre for Development of Education and Training (ICDET) is a non-governmental organisation based in Sofia, Bulgaria, working in education, youth development, international cooperation, innovation and lifelong learning.

Through European programmes, international partnerships, educational initiatives and our interdisciplinary learning and innovation ecosystem, **THE SP@CE+**, we create opportunities for young people, students, educators and professionals to learn, experiment, collaborate and develop new ideas.

Our international internship programme welcomes university students and recent graduates from diverse academic backgrounds who are interested in gaining practical experience while contributing to meaningful projects and activities.

At ICDET, an internship is not simply about completing assigned tasks. It is an opportunity to discover your professional direction, apply your knowledge and create something valuable.

We believe that meaningful learning happens through curiosity, experimentation, responsibility, critical thinking and practical experience.

2. How Our Internship Programme Works

Our internship programme combines professional development, interdisciplinary collaboration, independent work and experiential learning.

Depending on their academic background, interests and learning objectives, trainees may participate in:

- Research, analysis and project development.
- Educational programme and learning-resource design.
- Practical workshops and non-formal learning activities.
- Digital innovation, experimentation and prototyping.
- European cooperation and international projects.
- Communication, dissemination and impact assessment.
- Development of individual or collaborative projects.

Each trainee follows an agreed learning and activity plan, with supervision, regular feedback and opportunities for reflection.

Your Individual Project

An important element of our internship approach is the opportunity to develop an individual project aligned with your academic background, professional interests and the activities of ICDET.

Depending on feasibility and the traineeship duration, this could be:

- A digital tool, application or technical prototype.
- An educational workshop or training programme.
- A research study or needs assessment.
- A business or social entrepreneurship concept.
- A sustainability or environmental initiative.
- A communication campaign or creative production.
- A learning methodology or educational resource.
- A project concept for European funding.

The objective is to transform knowledge into practical results and create a meaningful contribution that can remain useful beyond the internship.

3. Available Internship Positions

You may select up to **two positions** that best match your academic background, skills and professional interests.

The positions represent broad professional development areas rather than rigid job descriptions. Specific tasks and learning objectives are adapted to each trainee's profile and the organisation's current activities.

POSITION 01 — Business Development & Social Entrepreneurship

Professional field: Business, Economics, Management, Finance & Entrepreneurship

About the position

Explore how business development, entrepreneurship, innovation and financial knowledge can contribute to education, youth development and social impact.

Trainees support the research, planning and development of sustainable initiatives, business concepts, entrepreneurship programmes and European projects.

Main activities

- Conduct market research, stakeholder mapping and needs analysis.
- Contribute to business models, strategic planning and sustainability concepts.
- Support financial literacy, employability and entrepreneurship initiatives.
- Research European funding opportunities and potential partnerships.
- Assist with budgeting, financial analysis and resource planning.
- Develop educational resources and workshops related to business and entrepreneurship.
- Explore social innovation, impact measurement and sustainable development strategies.
- Contribute to organisational and project development activities.

Suitable academic backgrounds

Business Administration, Economics, Finance, Accounting, Management, Digital Management, Entrepreneurship, Innovation Management, Marketing, International Business, Commerce, Development Economics and related programmes.

Useful skills and interests

Analytical thinking, market research, financial literacy, Excel, business planning, strategic thinking, entrepreneurship, innovation and social impact.

Potential individual projects

- Business model for an educational or social initiative.
- Youth entrepreneurship or financial wellbeing programme.
- Market and stakeholder analysis.
- Sustainability strategy for an educational service.
- Social enterprise concept with a funding and impact plan.

Expected learning outcomes

Business analysis, project planning, financial and strategic thinking, entrepreneurship, stakeholder engagement and sustainable programme development.

POSITION 02 — Language Education & Intercultural Communication

Professional field: Languages, Linguistics, Education, Communication & Cultural Studies

About the position

Explore language education, intercultural communication and innovative approaches to learning in an international and multicultural environment.

Trainees contribute to educational activities, learning resources and communication initiatives designed for diverse groups of learners.

Main activities

- Develop language-learning materials, exercises and interactive resources.
- Support language clubs, conversation sessions and intercultural activities.
- Contribute to CLIL and interdisciplinary learning approaches.
- Design and facilitate non-formal education workshops.
- Adapt educational materials for different proficiency levels and learning needs.
- Explore digital tools and responsible AI applications for language learning.
- Support multilingual communication and educational dissemination.
- Research intercultural learning, communication barriers and inclusive educational practices.

Suitable academic backgrounds

Linguistics, Applied Linguistics, Foreign Languages, Linguistic and Cultural Mediation, Translation and Interpreting, Language Teaching, English Studies, Literature, Communication Studies, Cultural Studies, Education and related humanities programmes.

Useful skills and interests

Foreign languages, English communication, intercultural awareness, writing, facilitation, creativity, educational design and digital learning.

Potential individual projects

- Interactive language-learning toolkit.
- Intercultural communication workshop series.
- CLIL learning resources.
- AI-supported language-learning activities.
- Educational materials for multilingual learners.

Expected learning outcomes

Educational content development, intercultural facilitation, language-learning methodologies, communication, inclusive education and workshop design.

POSITION 03 — Technology, Engineering & Digital Innovation

Professional field: Engineering, Computer Science, AI, Electronics, Robotics & Educational Technology

About the position

Combine engineering, programming, digital technologies and practical experimentation with education and innovation.

Trainees explore how software, hardware, artificial intelligence, robotics, XR/VR, 3D technologies and other technical solutions can support learning, accessibility and organisational development.

Activities may take place within the technological and interdisciplinary environments of THE SP@CE+.

Main activities

- Develop, test or improve digital applications, websites, platforms and educational tools.
- Explore artificial intelligence and machine-learning applications.
- Work on software development, automation or data-processing tasks.
- Design or test hardware prototypes using microcontrollers, sensors and electronic components.
- Explore robotics, embedded systems, IoT and interactive technologies.
- Participate in 3D modelling, 3D printing and digital fabrication activities.
- Explore XR/VR, simulation and immersive learning experiences.
- Support STEAM education and practical technology workshops.
- Research technical solutions, conduct testing and prepare documentation.
- Collaborate with educators to transform technical concepts into accessible learning experiences.

Suitable academic backgrounds

Computer Science, Software Engineering, Information Technology, Information Engineering, Artificial Intelligence, Data Science, Computer Engineering, Electrical Engineering, Electronics, Telecommunications, Robotics, Mechatronics, Mechanical Engineering, Automation, Industrial Engineering, Embedded Systems, IoT, Product Design, Industrial Design, Educational Technology and related technical programmes.

Useful skills and interests

Programming, Python, JavaScript, Java, C/C++, AI, data analysis, electronics, Arduino, ESP32, Raspberry Pi, CAD, 3D modelling, robotics, XR/VR, prototyping, testing and technical problem-solving.

Specific technical skills depend on the individual project. Candidates are not expected to possess all the skills listed.

Potential individual projects

- AI-supported educational application.
- IoT or sensor-based learning prototype.
- Interactive STEAM learning kit.
- 3D-printable educational model.
- Digital learning platform or tool.
- XR/VR educational activity or prototype.
- Automation solution for an organisational process.

Expected learning outcomes

Applied engineering, digital innovation, prototyping, technical project management, interdisciplinary problem-solving and educational technology development.

POSITION 04 — EU Projects, Research & Innovation

Professional field: European Studies, International Relations, Social Sciences, Humanities & Project Development

About the position

Gain practical experience in European cooperation, international projects, educational initiatives and research-based innovation.

Trainees contribute to the development, implementation, evaluation and communication of projects related to education, youth, social development and European priorities.

Main activities

- Research European programmes, priorities and funding opportunities.
- Contribute to Erasmus+, European Solidarity Corps and other relevant project concepts.
- Support project planning, implementation and documentation.
- Conduct desk research, stakeholder mapping and needs assessments.
- Analyse European policies, educational challenges and social development issues.
- Support international partnerships and mobility activities.
- Develop workshops, training materials and non-formal learning activities.
- Contribute to surveys, focus groups, evaluation and impact assessment.
- Support dissemination, reporting and project communication.

Suitable academic backgrounds

European Studies, International Relations, Political Science, Public Policy, Public Administration, Law, Sociology, Social Sciences, International Development, Development Studies, Humanities, History, Philosophy, Education, Project Management and related interdisciplinary programmes.

Useful skills and interests

Research, analytical writing, European affairs, critical thinking, project planning, communication, policy analysis, organisation and intercultural cooperation.

Potential individual projects

- European project concept or funding proposal.
- Policy or thematic research report.
- Youth participation or civic engagement initiative.
- Educational needs assessment.
- International cooperation or partnership development plan.
- Project evaluation or impact framework.

Expected learning outcomes

European project development, research methodology, international cooperation, project management, educational planning and impact assessment.

POSITION 05 — Sustainability & Environmental Education

Professional field: Environmental Sciences, Natural Sciences, Sustainability & Green Innovation

About the position

Connect environmental knowledge and sustainability with education, research, practical innovation and community awareness.

Trainees contribute to initiatives addressing environmental challenges, sustainable lifestyles, green skills and interdisciplinary learning.

Main activities

- Research environmental challenges and sustainable development practices.
- Develop environmental education resources and workshops.
- Explore climate action, circular economy, biodiversity and responsible consumption.
- Contribute to sustainability-related European project concepts.
- Support STEAM and science-based learning activities.

- Research practical sustainability improvements for educational spaces and organisational operations.
- Analyse environmental information and communicate scientific concepts to non-specialist audiences.
- Explore digital tools, data visualisation and interactive approaches to environmental education.
- Contribute to awareness campaigns and impact assessment.

Suitable academic backgrounds

Environmental Sciences, Environmental Engineering, Chemistry, Biology, Ecology, Geography, Earth Sciences, Climate Science, Sustainable Development, Renewable Energy, Energy Engineering, Agricultural Sciences, Natural Resource Management and related programmes.

Useful skills and interests

Environmental research, scientific literacy, sustainability, data analysis, scientific communication, educational design and green technologies.

Potential individual projects

- Environmental education toolkit.
- Circular economy workshop programme.
- Sustainability assessment and improvement plan.
- Climate or biodiversity learning resources.
- Green innovation concept.
- Interactive environmental monitoring or learning activity.

Expected learning outcomes

Sustainability research, environmental communication, green project development, science education and interdisciplinary learning design.

Important: This position focuses on applied environmental education, sustainability and innovation. It does not provide laboratory-based chemical research or specialised industrial testing.

POSITION 06 — Media, Communication & Creative Production

Professional field: Media, Journalism, Graphic Design, Visual Arts & Creative Industries

About the position

Explore how creative communication, storytelling, visual design and digital media can support education, social awareness, international cooperation and community engagement.

Trainees contribute to communication and creative production activities connected to ICDET projects, educational programmes and international initiatives.

Main activities

- Develop communication materials for educational and social initiatives.
- Support social media content planning and digital communication.
- Create graphic designs, visual resources, posters and presentations.
- Contribute to photography, video production, editing and multimedia storytelling.
- Support podcast, interview and educational media concepts.
- Develop communication campaigns and dissemination materials.
- Explore digital storytelling, creative technologies and responsible AI-assisted production.
- Design accessible and engaging visual learning resources.
- Support communication strategies, audience research and engagement analysis.
- Collaborate with other trainees to communicate project results and educational impact.

Suitable academic backgrounds

Journalism, Media Studies, Mass Communication, Digital Media, Graphic Design, Visual Communication, Photography, Film and Video Production, Multimedia, Animation, Fine Arts, Creative Industries, Advertising, Public Relations, Communication Design and related programmes.

Useful skills and interests

Storytelling, creative writing, photography, video editing, graphic design, Canva, Adobe tools, digital communication, content production, visual literacy and audience engagement.

Potential individual projects

- Educational media or podcast series.
- Visual communication campaign.
- Digital storytelling project.
- Multimedia learning resources.
- Communication strategy for an educational initiative.
- Creative portfolio documenting project outcomes.
- Interactive educational content.

Expected learning outcomes

Creative production, visual communication, digital storytelling, media planning, educational communication, teamwork and audience engagement.

POSITION 07 — Psychology, Wellbeing & Social Innovation

Professional field: Psychology, Social Work, Education, Human Development & Social Sciences

About the position

Explore the connections between personal wellbeing, social inclusion, human development, learning and community participation.

Trainees contribute to non-formal education, preventive wellbeing initiatives, social innovation and inclusive learning activities for young people and adults.

Main activities

- Research wellbeing, motivation, social inclusion and personal development topics.
- Support the design of non-formal educational workshops on wellbeing and life skills.
- Explore emotional literacy, communication, resilience and interpersonal relationships.
- Contribute to activities promoting inclusion, participation and intercultural understanding.
- Develop educational resources related to self-awareness, stress management and healthy everyday habits.
- Support needs assessments, surveys and educational evaluation.
- Explore social innovation approaches to youth and community challenges.
- Collaborate on European projects related to wellbeing, inclusion and youth development.
- Support the development of safe, respectful and accessible learning environments.

Suitable academic backgrounds

Psychology, Educational Psychology, Social Psychology, Social Work, Sociology, Education, Pedagogy, Youth Work, Human Development, Community Development, Public Health, Health Promotion, Occupational Therapy and related programmes.

Useful skills and interests

Empathy, communication, research, group facilitation, active listening, educational design, social inclusion, critical thinking and intercultural awareness.

Potential individual projects

- Wellbeing and life-skills workshop programme.
- Emotional literacy learning toolkit.
- Youth inclusion or participation initiative.
- Educational needs assessment.
- Community wellbeing awareness campaign.
- Social innovation concept addressing a youth-related challenge.

Expected learning outcomes

Wellbeing education, social research, inclusive facilitation, community engagement, programme development and educational impact assessment.

Important: This is a non-clinical educational traineeship. It does not include psychotherapy, psychological diagnosis, clinical treatment or unsupervised professional counselling.

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4. Interdisciplinary Opportunities

We recognise that many university programmes and professional interests do not fit into a single traditional discipline.

For example:

- A biomedical engineering student may contribute to Technology, Engineering & Digital Innovation through educational anatomy models or digital learning tools.
- A medical or nutrition sciences student may contribute to educational resources on health literacy, anatomy or healthy lifestyles.
- An architecture or product design student may explore educational space design, 3D modelling or prototyping.
- A mathematics or statistics student may contribute to data analysis, educational research, impact assessment or AI-related projects.
- A law student may contribute to EU Projects, Research & Innovation through policy research, European cooperation and relevant regulatory analysis.
- A human resources student may explore organisational development, employability, communication and wellbeing.
- A sports science student may contribute to non-clinical physical activity, wellbeing and educational initiatives.
- A philosophy or humanities student may explore ethics, critical thinking, AI literacy, civic education and social innovation.

Your academic background does not need to match the position title exactly.

We encourage applicants to select the areas that best reflect their interests and explain how their knowledge could contribute to ICDET activities.

Where appropriate, individual projects may combine elements from two or more internship positions.

5. What Makes an ICDET Internship Different?

Learning by Doing

We prioritise practical experience, experimentation and active participation rather than passive observation.

Personalised Professional Development

Trainees are encouraged to identify their interests, strengths and learning goals and develop a professional direction aligned with them.

International and Intercultural Collaboration

Our working environment brings together people with different academic backgrounds, cultures, experiences and perspectives.

Interdisciplinary Innovation

Education, technology, entrepreneurship, sustainability, creativity and social development frequently intersect in our activities.

Responsibility and Autonomy

Trainees are expected to demonstrate initiative, manage their tasks responsibly, meet agreed deadlines and communicate their progress.

Supervision and mentoring are provided, but trainees are also encouraged to develop independence and problem-solving skills.

Reflection and Continuous Improvement

Regular feedback, self-reflection and evaluation help trainees recognise their progress and identify areas for further development.

Meaningful Outcomes

We encourage trainees to produce tangible results such as educational resources, research findings, prototypes, workshop programmes, communication materials or project concepts.

6. Who Can Apply?

We welcome university students and recent graduates from a wide range of academic disciplines.

We particularly value candidates who demonstrate:

- Genuine motivation and interest in their chosen field.

- Curiosity, creativity and willingness to learn.
- Initiative and ability to work independently.
- Responsibility, reliability and organisational skills.
- Critical thinking and problem-solving abilities.
- Communication and teamwork skills.
- Openness to intercultural collaboration.
- Interest in education, innovation and social impact.
- Commitment to completing agreed tasks and producing meaningful results.

Previous professional experience is welcome but is not always required.

Selection is based on the candidate's profile, motivation, relevant competencies, learning objectives and compatibility with available organisational activities and supervision capacity.

7. Practical Information

Host organisation: International Centre for Development of Education and Training (ICDET)

Location: Sofia, Bulgaria

Working language: English

Traineeship format: Primarily on-site, with blended or remote arrangements considered only where compatible with the specific opportunity and applicable programme requirements.

Duration: Depending on the mobility programme, academic requirements and agreed learning objectives. Opportunities may range from short-term placements to several months.

Funding: Traineeships may be undertaken through Erasmus+, university mobility schemes or other eligible arrangements. Applicants are responsible for confirming their funding eligibility with their sending institution or programme provider.

Supervision: Trainees receive an assigned supervisor or tutor and an agreed learning and activity plan.

Activities: The specific programme is adapted to the trainee's academic background, skills, professional interests, learning objectives and the organisation's operational capacity.

Accommodation: Information about possible accommodation arrangements may be provided separately. Accommodation is not a condition of participation.

Important: An application or interview does not constitute an official acceptance. A placement is confirmed only after ICDET approves the candidate and the relevant traineeship arrangements.

8. Application and Selection Process

Step 1 — Explore the Internship Positions

Read the descriptions and identify the professional areas that best match your academic background, interests and career goals.

Step 2 — Choose Your Preferred Positions

In the application form, select up to **two internship positions** and indicate your first preference.

You may apply for more than one area if your profile is interdisciplinary.

Step 3 — Submit Your Application

Complete the online application form and provide the requested information about your education, skills, motivation, availability and learning objectives.

You may also share an idea for an individual project you would like to explore.

Step 4 — Online Interview

Shortlisted candidates may be invited to an online interview to discuss their background, motivation, preferred position, learning objectives and possible contributions.

The interview is also an opportunity to learn more about ICDET, the working environment and the traineeship approach.

Step 5 — Traineeship Planning and Confirmation

If selected, the candidate and ICDET agree on the proposed traineeship period, activities, learning objectives, supervision and required documentation.

Final arrangements must also comply with the requirements of the sending institution and relevant mobility programme.

9. Frequently Asked Questions

Can I apply if my degree is not listed?

Yes. The listed academic backgrounds are examples, not exhaustive eligibility requirements. We welcome interdisciplinary profiles and encourage candidates to explain how their knowledge and interests relate to our activities.

Can I apply for two positions?

Yes. You can select up to two positions and indicate your first preference.

Do I need professional experience?

Not necessarily. Motivation, relevant academic knowledge, transferable skills, initiative and willingness to learn are important selection criteria.

Will I work only within my selected position?

Your main activities will be aligned with your agreed learning objectives, but you may also participate in relevant interdisciplinary activities and collaborate with other trainees.

Can I propose my own project?

Yes. We welcome project ideas that match your academic background and professional interests. Their feasibility and scope will be discussed with the supervisor.

Will I receive daily instructions?

You will receive guidance, an agreed activity plan and regular feedback. However, the internship also requires independent work, initiative, self-organisation and responsibility for agreed deliverables.

Can I apply without an Erasmus+ grant?

You may submit an application, but any placement must have an appropriate administrative and financial arrangement. ICDET does not guarantee funding or eligibility for a mobility grant.

Can I undertake a blended or remote traineeship?

This depends on the position, learning objectives, organisational capacity and requirements of the relevant mobility programme.

Will I receive an acceptance letter?

Official acceptance documents may be issued following a successful selection process and agreement on the proposed traineeship arrangements.

10. Start Your Journey with ICDET

Your degree is your starting point, not the limit of what you can achieve.

At ICDET, we encourage you to explore your interests, challenge yourself, collaborate across disciplines and transform ideas into meaningful outcomes.

Whether your passion is engineering, education, entrepreneurship, languages, sustainability, creativity, social sciences or European cooperation, we invite you to discover how your knowledge can contribute to real educational and social initiatives.

Find Your Direction. Build Your Experience. Create Your Impact.

APPLY FOR AN INTERNSHIP HERE