sollers

Shaping the next generation in IT and business

Lublin Warsaw
Poznań Gdańsk

Software development internship

About the role. You will:

- Receive comprehensive training to set up your work environment and integrate into your team, always with the support of experienced professionals.
- Work closely with your team to learn IT project workflows and contribute meaningfully from day one.
- Collaborate on tasks, develop IT solutions, and prepare necessary documentation.
- Create unit tests to ensure software quality.
- Engage in agile team activities, gaining experience in professional software development practices.

About the skills and tools. You will use:

- Java, Spring, Hibernate, Maven, TypeScript, React, Jenkins, Jira, PostgreSQL.
- Tools and practices for version control, continuous integration, and large-scale IT systems.

About the requirements. You need:

- At least basic knowledge of Java, Spring and Hibernate.
- Good command of the English language, at least B2 level.
- Commitment of at least 70% availability – 28 hours per week, and a minimum internship duration of 3 months.
- Effective communication skills.
- Ability to learn quickly in a supportive but challenging international environment.
- Be a student of relevant fields, such as data, information technology, or a related field.
- Familiarity with SQL, TypeScript, and React would be a plus.
- Basic understanding of software development processes, databases, or Agile methodologies is an advantage.

About our promises. We can offer:

- Your career boost! From day one, you will get project tasks and during the three-month internship we will support your development as #growth is one of our core values.
- Paid internship with monthly salary.
- Potential for full-time employment after the completed internship.
- The possibility of working from home 1 day per week and for the rest – in a modern office in the city center with many perks

Business Analyst internship

About the role. You will:

- Receive comprehensive training to set up your work environment and integrate into your team, always with the support of experienced colleagues.
- Collaborate closely with your agile team, learning the ins and outs of IT project workflows while contributing meaningfully from day one.
- Conduct business analysis, define functional requirements, test developed solutions and support UATs.
- Gain hands-on experience with Jira for project tracking and Miro for visual collaboration.
- Participate in client meetings, gaining exposure to real-world business challenges.
- Engage in Scrum ceremonies, including daily stand-ups, sprint planning, and retrospectives.
- Work with Jenkins to support CI/CD processes.
- Apply basic SQL queries in PostgreSQL for data analysis and validation.

About the requirements. You need:

- Strong analytical and synthesis skills to present the results of your work effectively.
- Great command of English language, at least C1 level.
- Commitment of at least 70% availability – 28 hours per week, and a minimum internship duration of 3 months.
- Effective communication skills.
- Ability to learn quickly in a supportive but challenging international environment.
- Be a student of relevant fields, such as business, economics, finance, data, information technology, or a related field.
- Familiarity with Jira, Miro, or SQL would be a plus.
- Basic understanding of software development processes, databases, or Agile methodologies is an advantage.

About our promises. We can offer:

- Your career boost! From day one, you will get project tasks and during the three-month internship we will support your development as #growth is one of our core values.
- Paid internship with monthly salary.
- Potential for full-time employment after the completed internship.
- The possibility of working from home 1 day per week and for the rest – in a modern office in the city center with many perks … and many more!

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Junior Business Analyst

About the role. You will:

- Be a part of consulting or implementation team during IT projects for financial institutions, primarily insurance companies.
- Conduct business analysis, define functional requirements, and test developed solutions and support UATs.
- Work closely with software developers and IT architects on a daily basis.
- Be an active member of an Agile team, taking ownership for your topics.
- Test yourself in various roles performing varied tasks in an international environment.

About the requirements. You need:

- First experience in IT projects for the financial sector, preferably insurance or bancassurance.
- At least a bachelor's degree, preferably in finance, business, economics, IT, or similar fields.
- Great command of English language, being fully confident collaborating with English native speakers (at least C1 level).
- Understanding agile ways of working.
- Proven ability to apply both intuitive and analytical reasoning to approach complex problems.
- To be able to work in Poland and the European Union on a full-time basis.

About our promises. We can offer:

- Flexible working hours and a hybrid home office model (2-3 times per week in the office)
- A chance to be promoted twice a year and a clearly defined career path with salary forecast.
- Opportunities for growth with an individual training budget. We also provide access to an online training platform and co-fund language classes.
- An internal coach to guide you through the onboarding, and further career opportunities.
- A chance to #domore for the planet and the community as part of Sollers Change Makers – our volunteering program.
- Lots of teambuilding activities, trips, hobby groups and cultural events.
- Probably all the benefits you can think of!

Junior Data Analyst

About the role. You will:

- Be a part of consulting or implementation team during IT projects for financial institutions, primarily insurance companies.
- Conduct business analysis, define functional requirements, prepare documentation, and support testing phases including UATs.
- Work closely with software developers, data engineers and IT architects on a daily basis.
- Use analytical tools (SQL, Excel, Python, BI tools) to perform data exploration, validation, solution design and troubleshooting.
- Support creation and maintenance of data models, reports, dashboards, analytical prototypes.
- Collaborate in Agile teams, taking ownership for assigned topics.
- Test yourself in various roles, performing varied tasks in an international environment.

About the requirements. You need:

- At least a bachelor's degree, preferably in finance, business, economics, IT, data analytics or similar fields.
- Great command of the English language (at least C1), being fully confident collaborating with English native speakers.
- Solid analytical skills and the ability to solve complex problems.
- Practical knowledge of SQL and Excel (data cleaning, pivot tables, lookups, basic automation).
- Basic experience with Python for data analysis (e.g., pandas, simple scripts, data preparation).
- Experience with any BI tool – preferably Power BI (creating reports, dashboards, basic DAX).
- Understanding of Agile ways of working.
- Ability to work in Poland and the European Union on a full-time basis.

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Junior AI Developer

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About the role. You will:

- Implement AI-driven solutions for international clients, with a strong focus on LLMs, agentic architectures and data-centric engineering.
- Develop and integrate Python-based backend components that interact with LLM APIs and local/on-premise models.
- Build and maintain RAG pipelines, vector databases and retrieval logic.
- Implement integrations with external systems, internal APIs and AI model endpoints.
- Design and develop agent-based architectures and orchestrations for complex workflows.
- Work with Docker and Docker Compose to create reproducible development and production environments.

About the requirements. You need:

- At least 1 year of commercial experience as a software developer (or relevant hands-on experience in AI/ML/LLM engineering).
- Strong knowledge of Python 3 (OOP, functional programming, modular code design, etc.).
- Good command of SQL and experience working with relational databases.
- Practical experience integrating with LLM APIs (OpenAI, Azure OpenAI, Ollama, Anthropic, etc.).
- Understanding and hands-on experience with prompt engineering techniques.
- Practical experience building or modifying RAG pipelines (document preprocessing, retrieval tuning, chunking strategies, embeddings).
- Familiarity with vector databases (e.g., Qdrant, Pinecone, pgvector).
- Understanding of agent-based architectures (multi-agent workflows, tool usage, etc).
- Knowledge of Docker and Docker Compose.
- Experience working with Git (branching strategies, PR reviews, CI/CD basics).
- Fluency in English (B2/C1 level at least).

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