



Nethermind Internship Program 2025

Summary Report



Executive Summary

The Nethermind Internship Program is a core talent pipeline for Ethereum and adjacent ecosystems. Since launching in January 2021, the program has enabled students and early-career professionals to contribute directly to production infrastructure, research, and security work.

In 2025, Nethermind shifted from large-scale intake to a more selective model. With internship slots filled, public application links were closed, and candidates were sourced through General Applications, referrals, and adjacent hiring tracks. While the cohort was smaller, satisfaction levels, contribution quality, and conversion to full-time roles remained strong.

The program continues to operate as a long-term investment in technical talent rather than a volume hiring mechanism.

Looking ahead to 2026, the internship will remain selective and aligned with Nethermind's priorities in AI, security, cryptography, hardware, and protocol research, with an emphasis on depth of contribution and long-term ecosystem impact.



A Word From Our CEO

“Interns force us to explain what we do, defend our decisions, and improve our systems.”

In 2025, Nethermind made its internship program more selective. What prompted this shift, and how do you define success under this model?

As our work grew more complex, bringing in too many people at once diluted mentorship and blurred ownership, turning learning into observation. Becoming more selective protects quality. Success means interns have real responsibility, clear ownership, and the support to contribute meaningfully.

How does the internship program contribute to the Ethereum ecosystem beyond hiring outcomes?

We treat the internship program as ecosystem infrastructure. Ethereum needs more than companies hiring only experienced talent — it needs programs that help bring hidden gems to the ecosystem and help them grow. In the end, even when someone doesn’t join Nethermind afterward(s), the work they do and the skills they gain stay in the ecosystem. In that sense, the program is a long-term investment in the quality and continuity of Ethereum’s builder community.

Beyond technical ability, what qualities tend to distinguish interns who make a real impact during the program?

The interns who stand out behave like owners. They ask the right questions, they look for the root cause, and they care about finishing, not just starting. Communication matters too, especially async: clear updates, good written reasoning, asking for help early, and making progress visible.

As AI, cryptography, and security become more central to blockchain development, how does the internship program support Nethermind’s ability to explore these areas?

These fields evolve quickly, and progress often comes from fresh perspectives — people who are willing to challenge assumptions and ask ‘why is it done this way?’ The internship program creates space for that. We give interns access to real problems and our teams, and we encourage them to explore ideas that sit at the intersection of Blockchain, AI, security, and hardware. The program helps us stay intellectually honest: it forces us to explain what we do, defend it, and improve it.

What’s your vision for the Nethermind Internship Program in 2026?

In 2026, I want the program to be even more focused on producing builders who can handle frontier complexity. The technology changes faster every month and the barrier for new talent is getting more and more difficult to cross. That’s why our goal is to help the talents from all over the world to enter that space. If we do this well, the internship becomes a multiplier: it grows people, strengthens Ethereum, and helps push forward the next wave of innovation in Blockchain and AI.

Interns at Nethermind work on real production and research projects rather than predefined exercises. Why is this model important to the way Nethermind builds talent?

Engineering doesn’t reward theoretical understanding — it rewards correctness, resilience, and the ability to operate under real constraints. If we want people to grow into world-class engineers and researchers, they need exposure to real-world complexity: code that others depend on, systems with security constraints, and work that must withstand scrutiny. Interns learn how to navigate ambiguity, how to read and improve existing systems, how to communicate across teams, and how to deliver in environments where quality matters.”

Daniel Celeda

CEO Nethermind



About the Internship Program

Nethermind was founded in 2017 to build core Ethereum infrastructure. As the ecosystem matured, the need for sustained, high-quality technical talent became increasingly clear. **In January 2021, Nethermind launched its Internship Program to connect emerging talent with production-grade blockchain work.**

The program is a structured, hands-on, three-month paid experience designed to cultivate skilled computer scientists and blockchain professionals. Interns are not assigned artificial tasks. They work directly on real projects across Ethereum, Starknet, and related systems. Contributions feed into production infrastructure, developer tooling, research, security initiatives, and AI-driven systems actively used in the ecosystem.

Project selection is based on each intern's interests and capabilities. Throughout the program, the interns engage in ongoing collaboration with engineers, researchers, and team leads, gaining technical depth, real responsibility, and exposure to cutting-edge blockchain innovation. The program's long-term objective is to cultivate skilled computer scientists and blockchain professionals by combining technical depth, mentorship, and real responsibility.

What Interns Gain

Direct experience working on Ethereum and EVM scaling infrastructure.

Participation in a globally distributed technical environment

Exposure to cryptography, AI, robotics, and security research.

Ownership of high-impact work with production relevance

Program Coverage Areas

 Blockchain core engineering

 AI Products

 L2 tooling and infrastructure

 DevOps and infrastructure

 Security research and audits

 Hardware research and development

 Cryptography, DeFi, protocol research and zk engineering

 Dapps & enterprise blockchain development

Key Program Details

SINCE THE PROGRAM INCEPTION

INCEPTION

2021

STRUCTURE

Three-month, paid, full-time internship

TOTAL INTERNS

703

\$2.67M

Total stipends paid

PEAK INTERN
HEADCOUNT

116

CVS RECEIVED

+51K

COUNTRIES
REPRESENTED

94

4.65/5

Satisfaction rate 2025

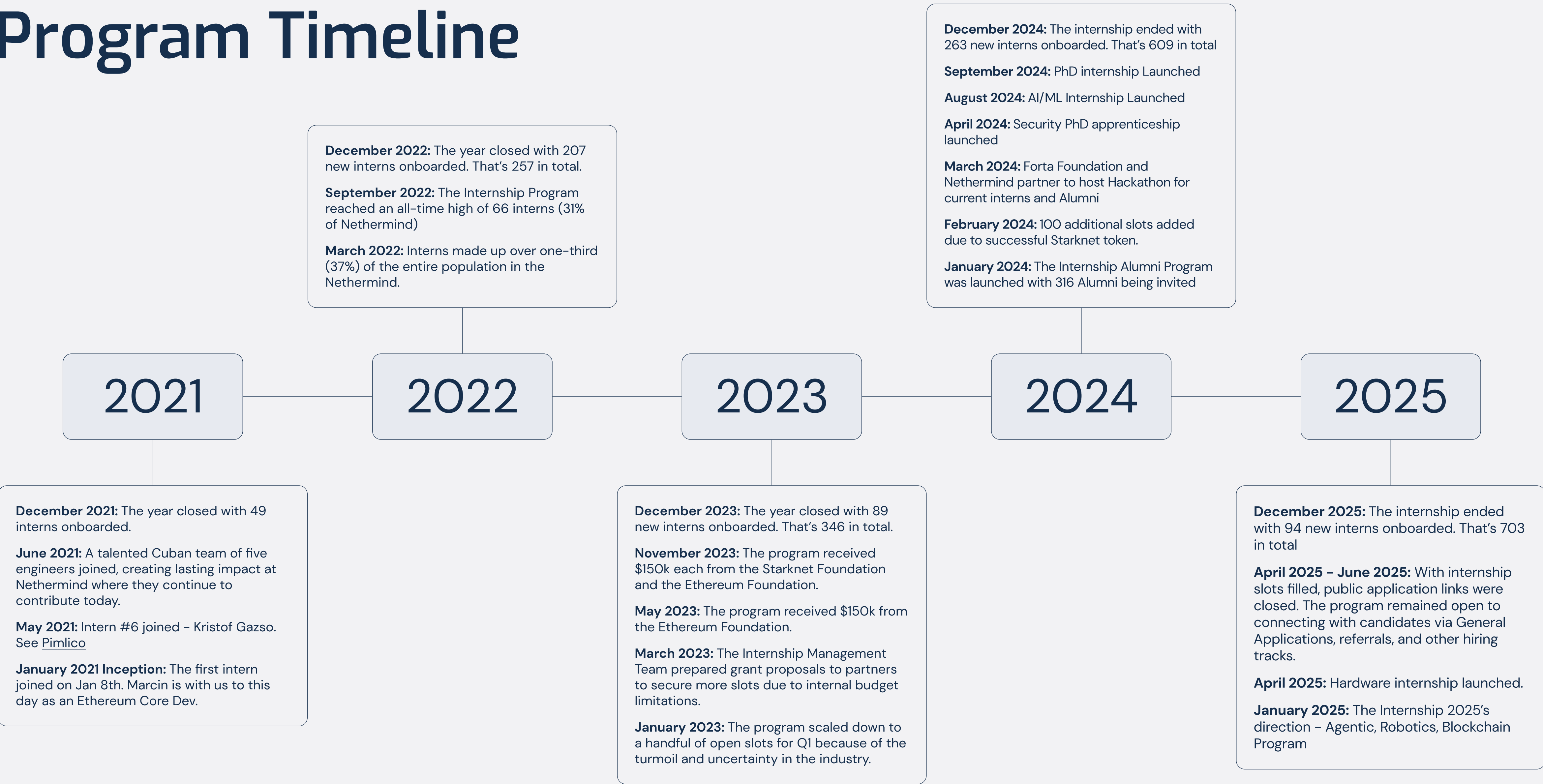
COMMITMENT

Nethermind provides the technical leadership, governance, and operational support required to ensure meaningful contributions

ELIGIBILITY

Open worldwide to candidates interested in blockchain, computer science, software engineering, and related fields

Program Timeline



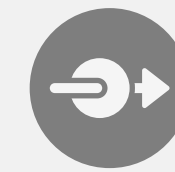
What Changed in 2025

2025 introduced a structural shift in the program.

- Intake moved to a more selective model
- Selection emphasized technical depth, research capacity, and long-term contribution potential
- Candidates were sourced through General Applications, referrals, and adjacent hiring tracks
- With internship slots filled, public application links were closed

The program remained open to talent, but not open enrollment. This shift reduced intake volume while increasing the average level of experience and contribution velocity per intern.

Despite the limited number of internship slots, Nethermind continues to welcome applications from outstanding builders through the General Application channel, reviewing submissions on a rolling basis.



Strategic Structural Shift



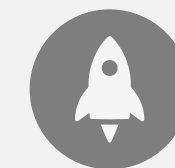
Selective Intake Model



Focus on Technical Depth



Multi-Channel Sourcing



Higher Contribution Velocity



Optimized Volume



Headcount Summary 2021 - 2025

TOTAL INTERNS TO DATE

703

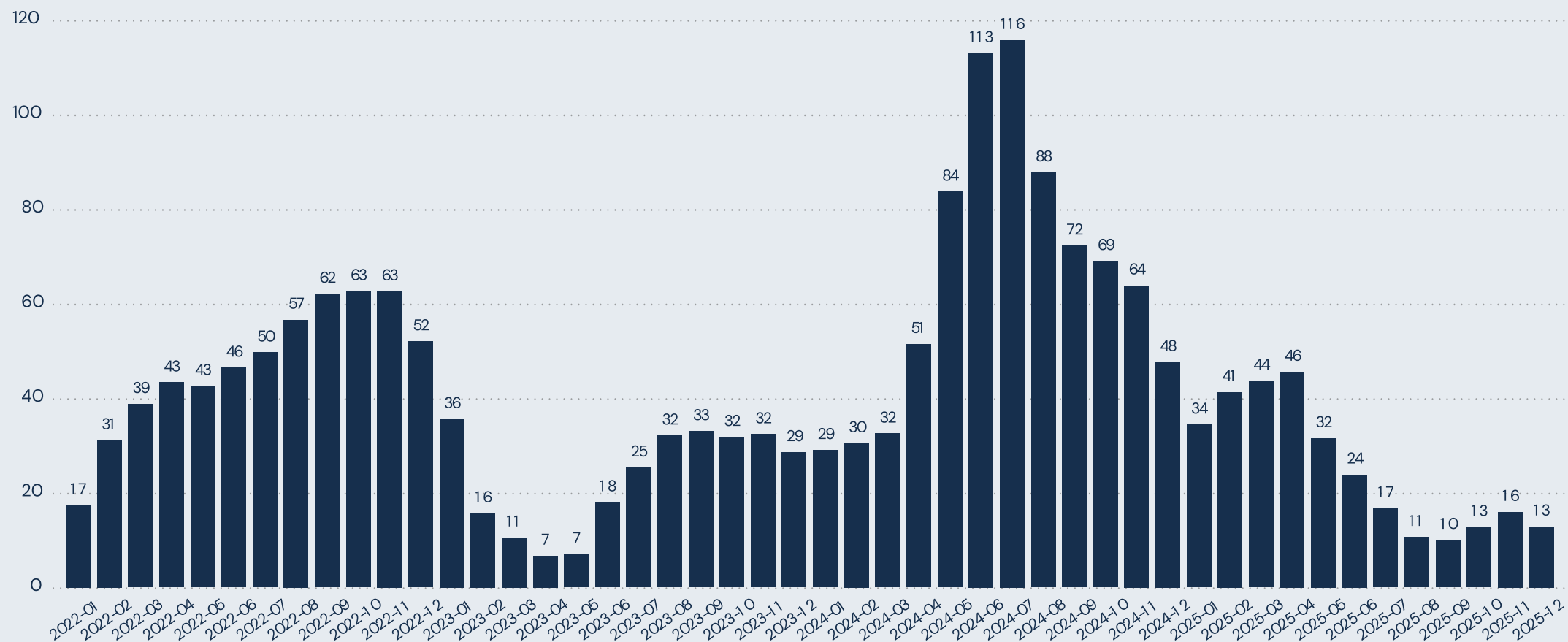
PAST INTERNS

695

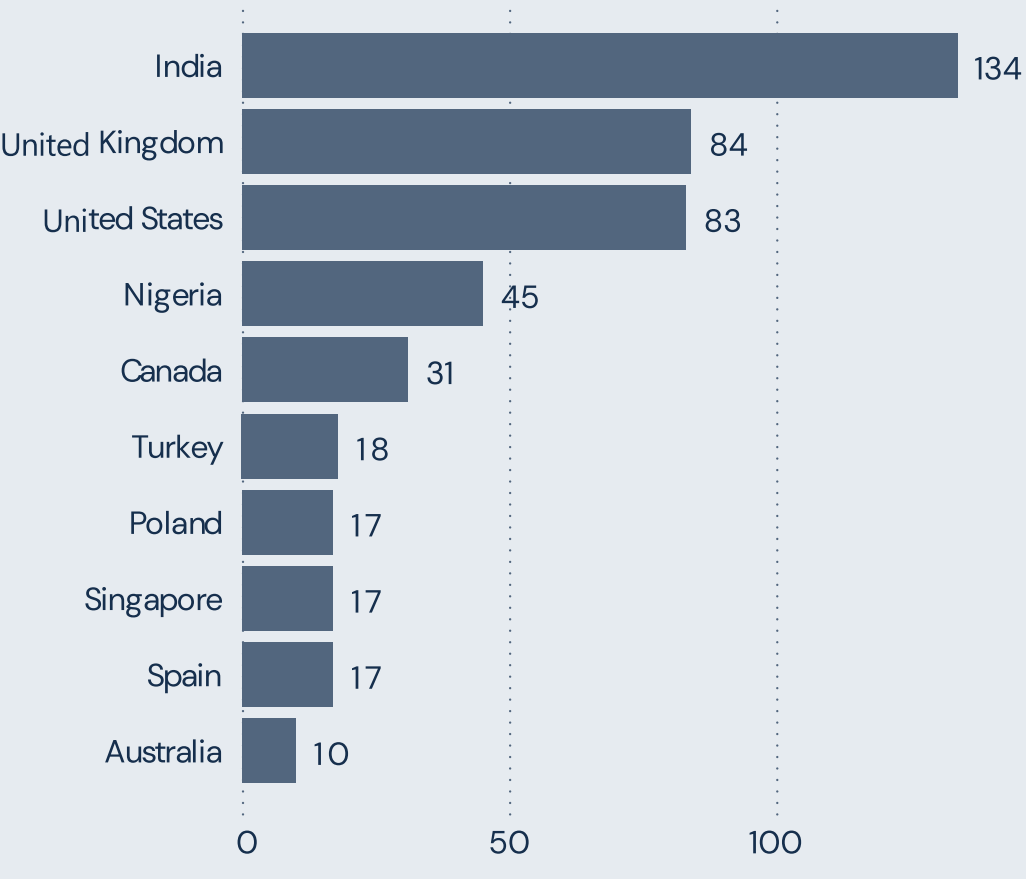
PEAK INTERN HEADCOUNT

116

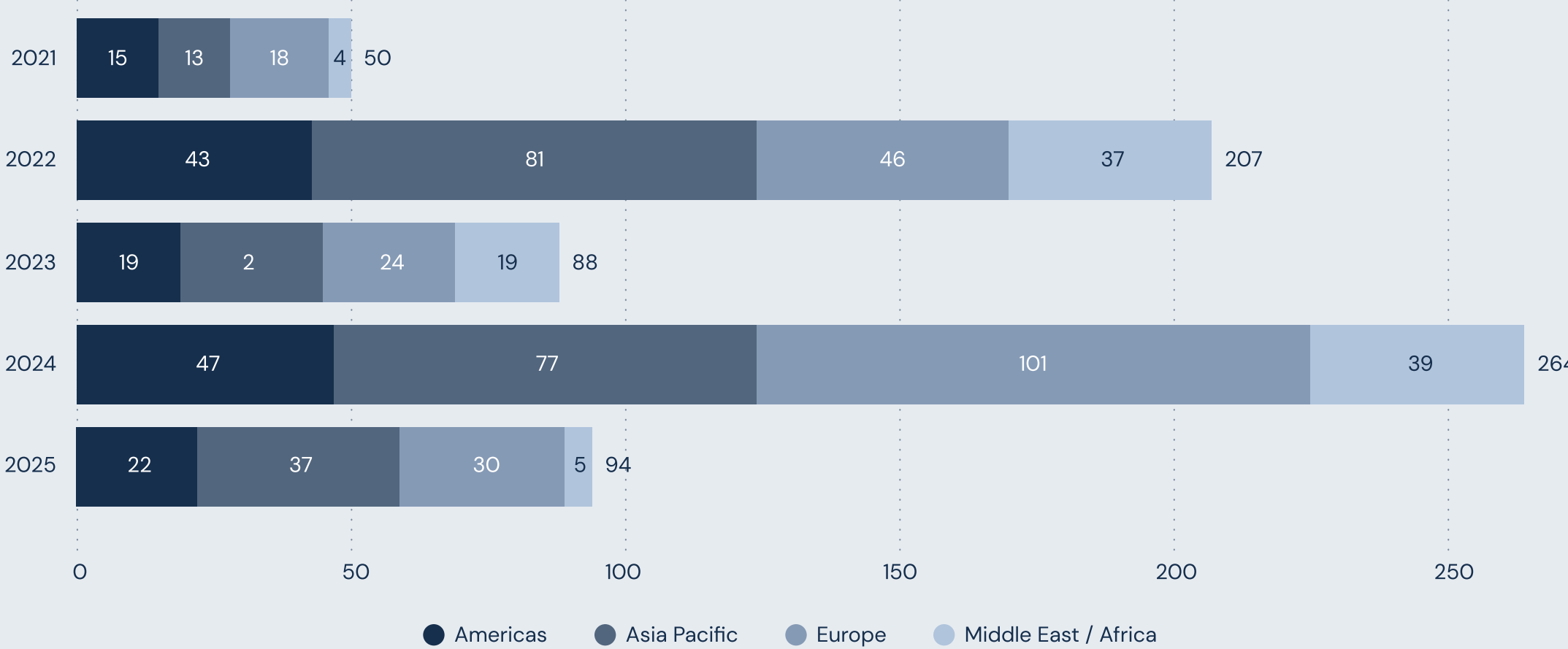
INTERNS HEADCOUNT



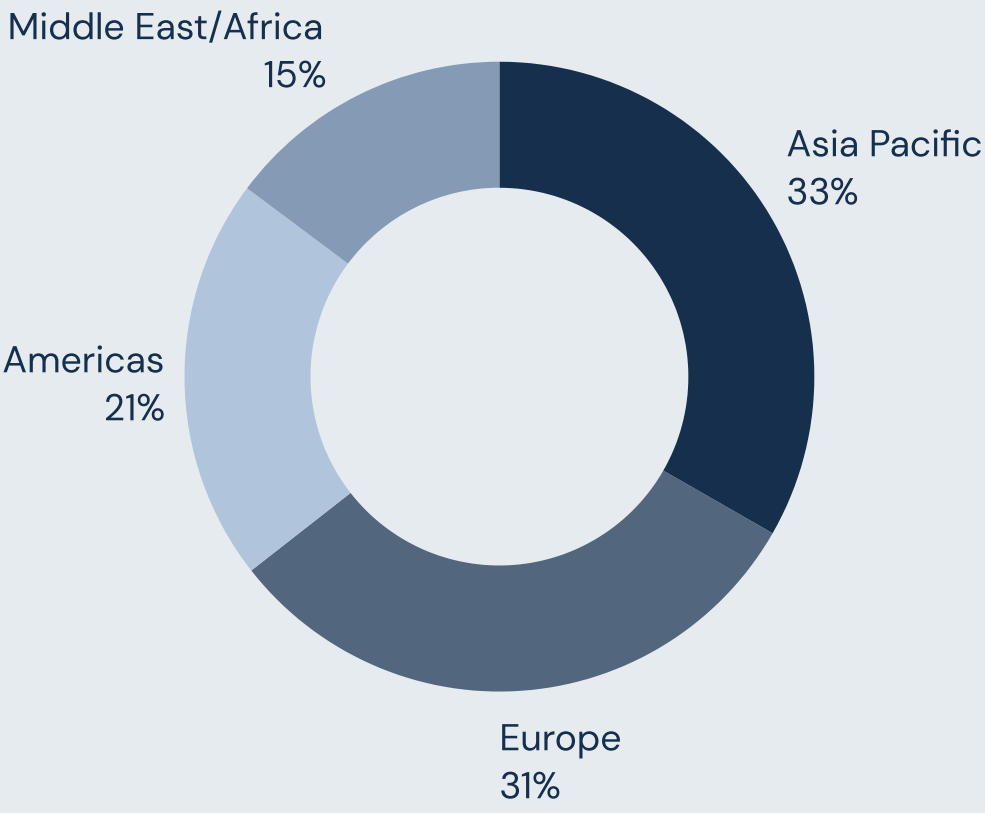
MOST REPRESENTED COUNTRIES



INTERNS BY REGION BY PROGRAM YEAR



ALL INTERNS BY REGION





Program Metrics 2025

INTERNS

94

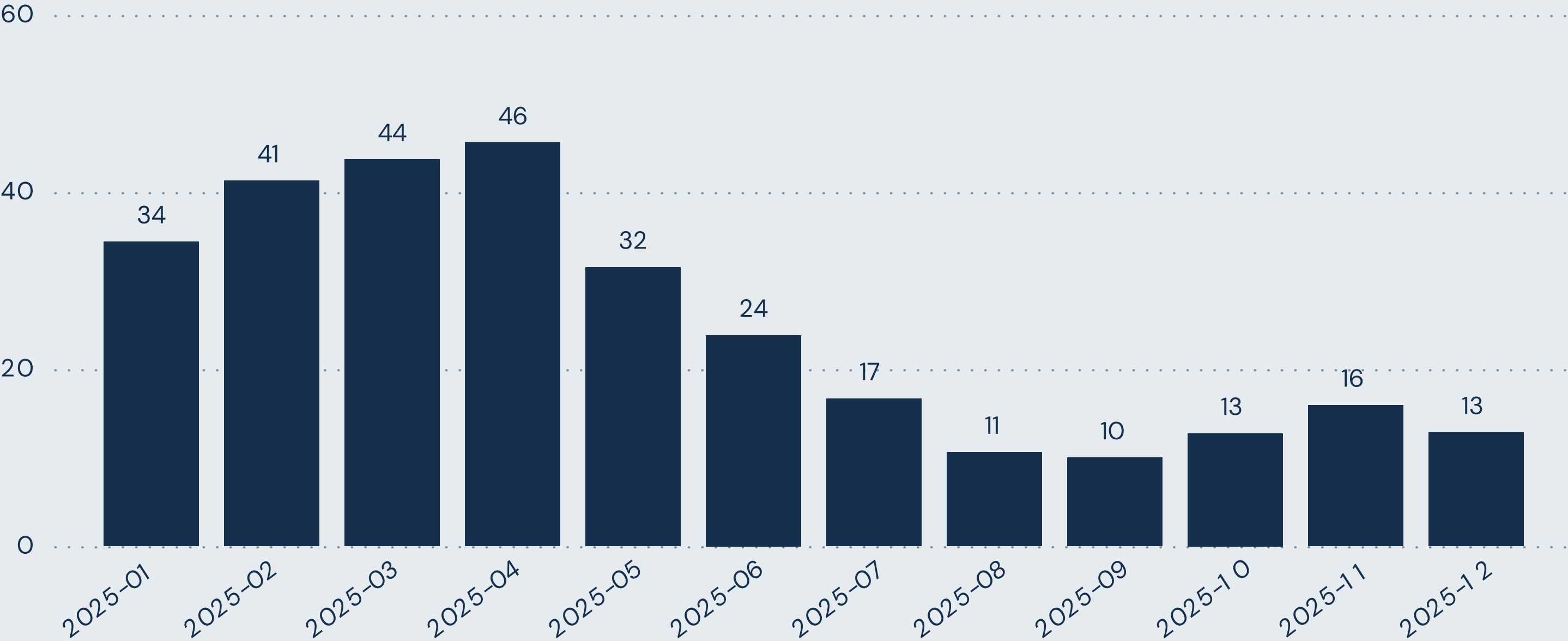
INTERN HOURS

41k

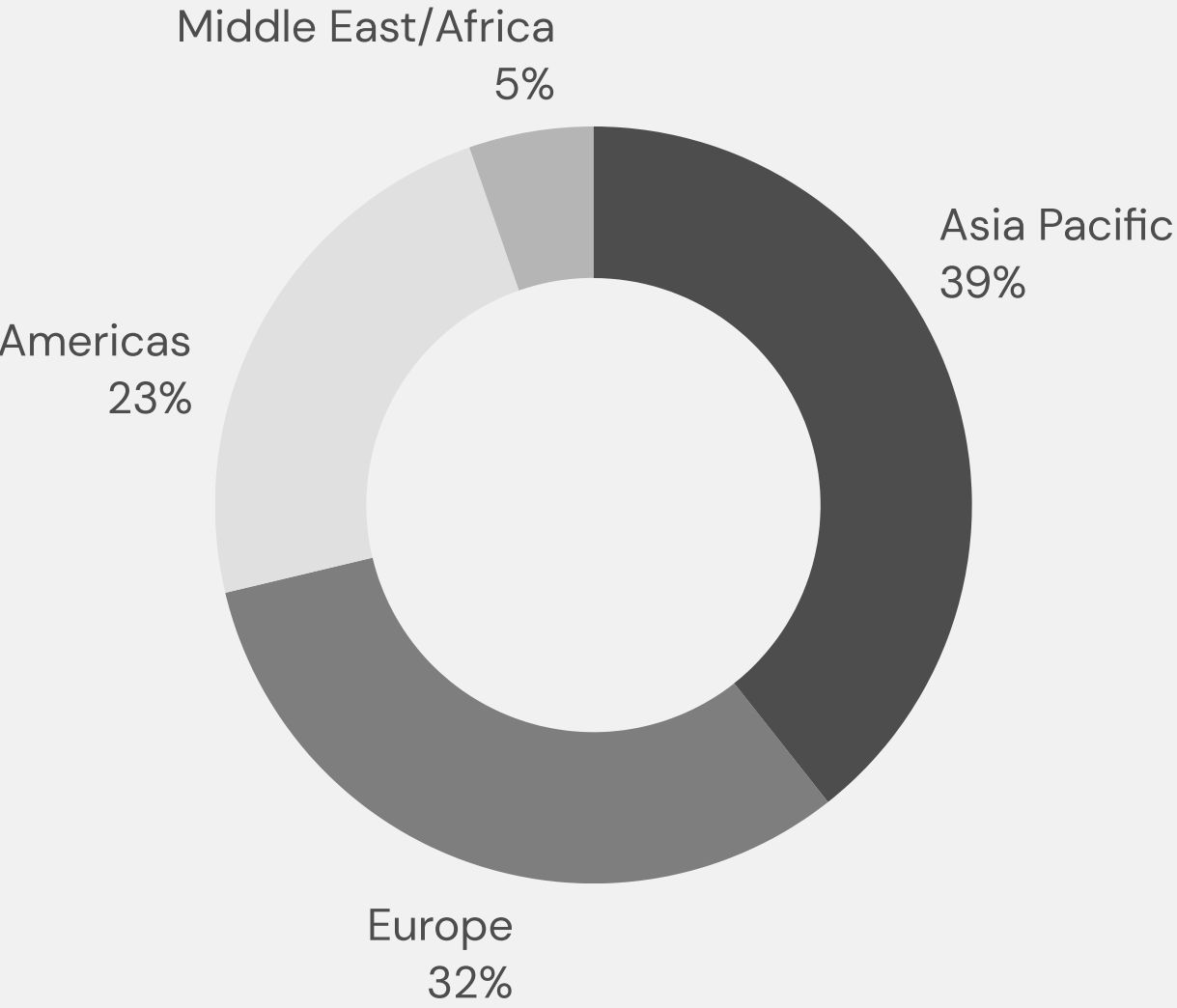
PEAK INTERN HEADCOUNT

46

INTERNS HEADCOUNT



ALL INTERNS BY REGION



APPLICATIONS ACCEPTED

17.48%

TECHNICAL INTERVIEW
ACCEPTANCE

67%

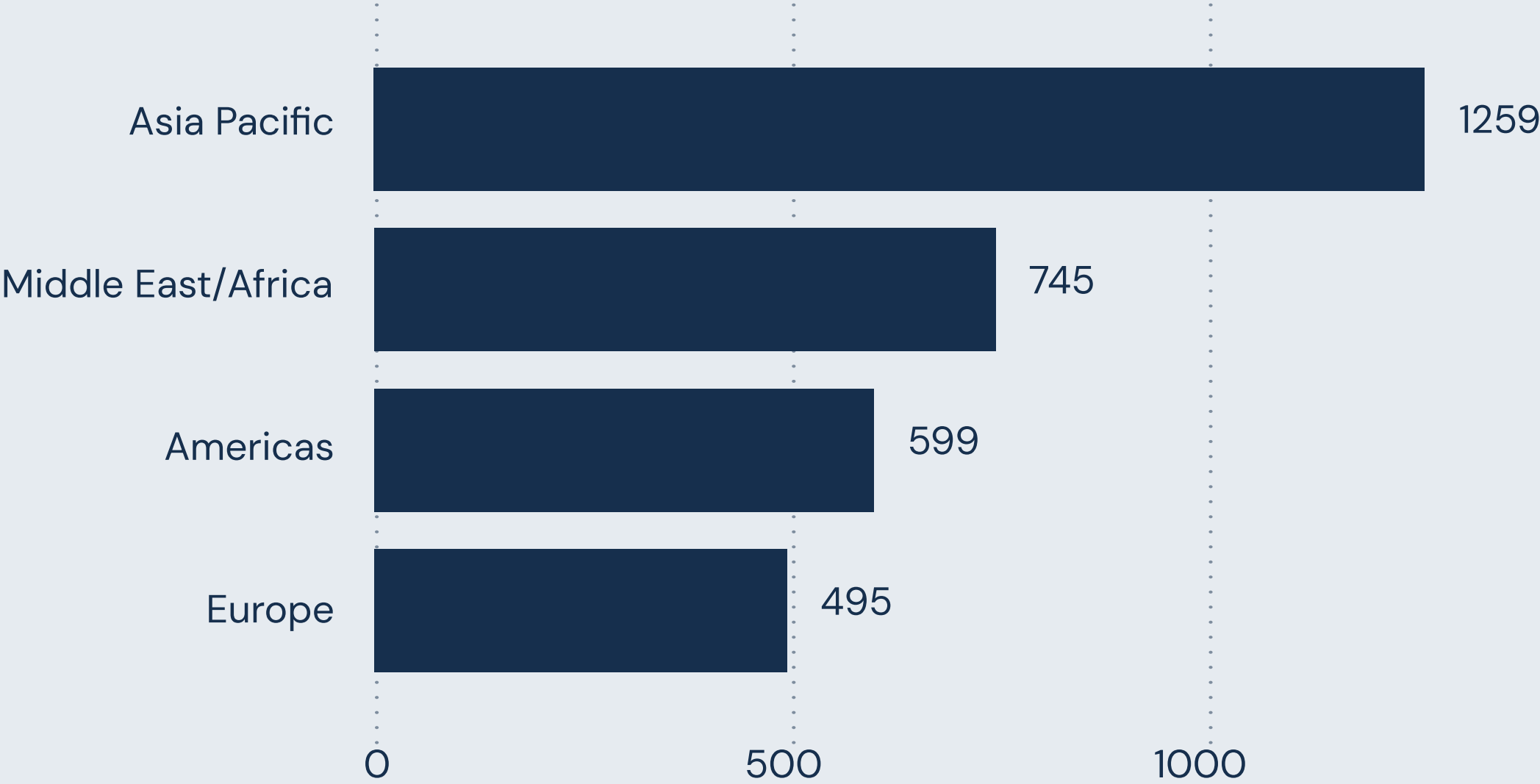
OFFER ACCEPTANCE

86.13%

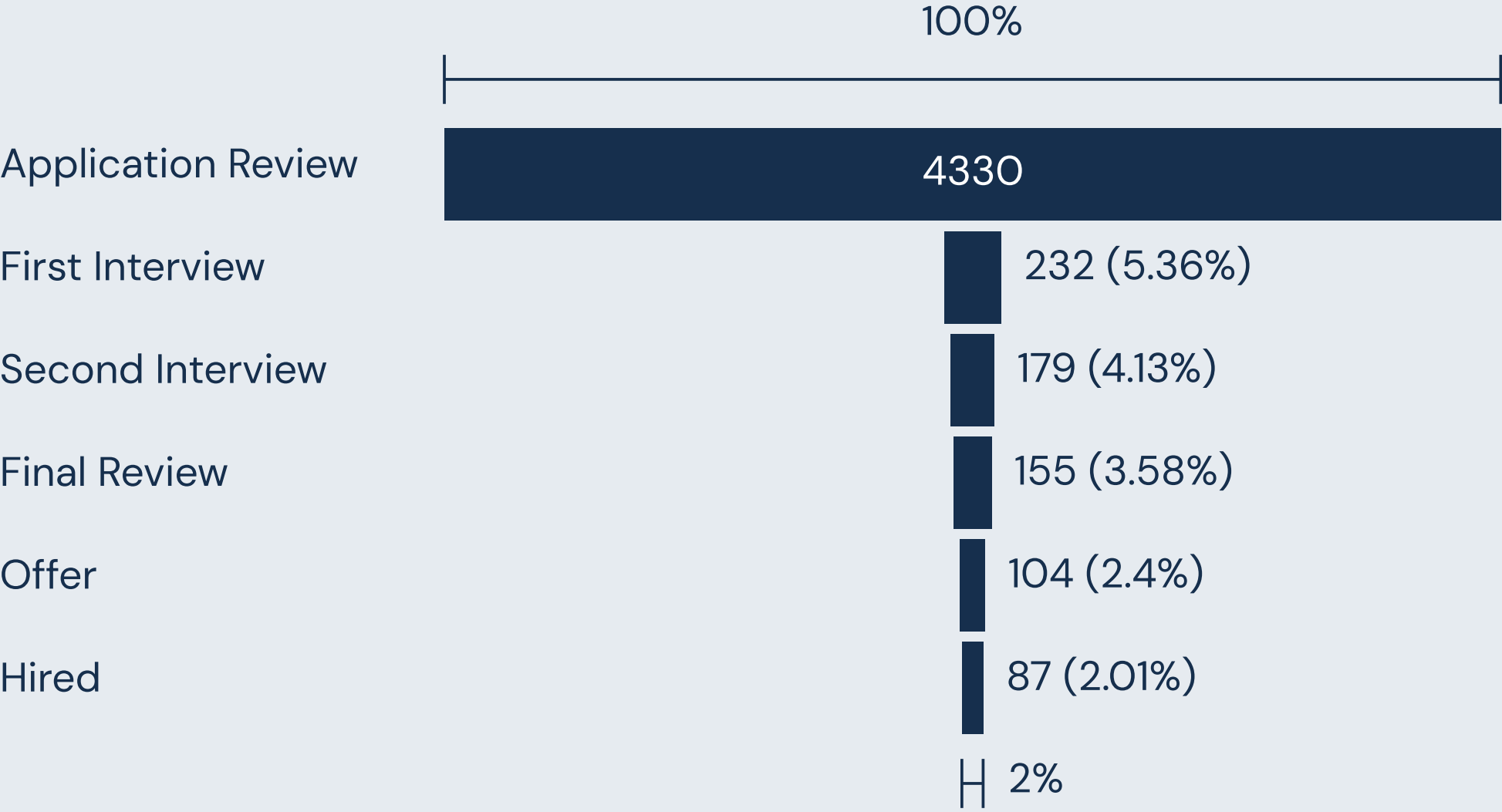
PERCENT HIRED

2.01%

APPLICATIONS RECEIVED BY REGION



HIRING FUNNEL



Satisfaction Survey Results 2025

Most interns mentioned the Nethermind's supportive work culture, the flexibility and freedom to work on any project/initiative of their choice, and people they work with as their favorite things about the internship.



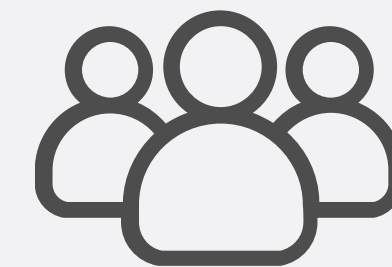
4.65/5

Satisfaction rate 2025



+95%

of interns rated their satisfaction as 4/5 or 5/5



100%

would recommend the program to Web3-interested friends.

The Intern Journey

The internship is a structured three-month, full-time, paid program. An structure that ensures consistency while allowing interns autonomy in shaping their work.

1

Multi-stage recruitment process

2

Onboarding with exposure to projects and culture

3

Project exploration across active production work

4

Direct contribution alongside project leads

5

Regular check-ins, mentoring and performance feedback

6

Offboarding and transition into the alumni network



Outcomes and Intern Experiences

Scott Seidenberger

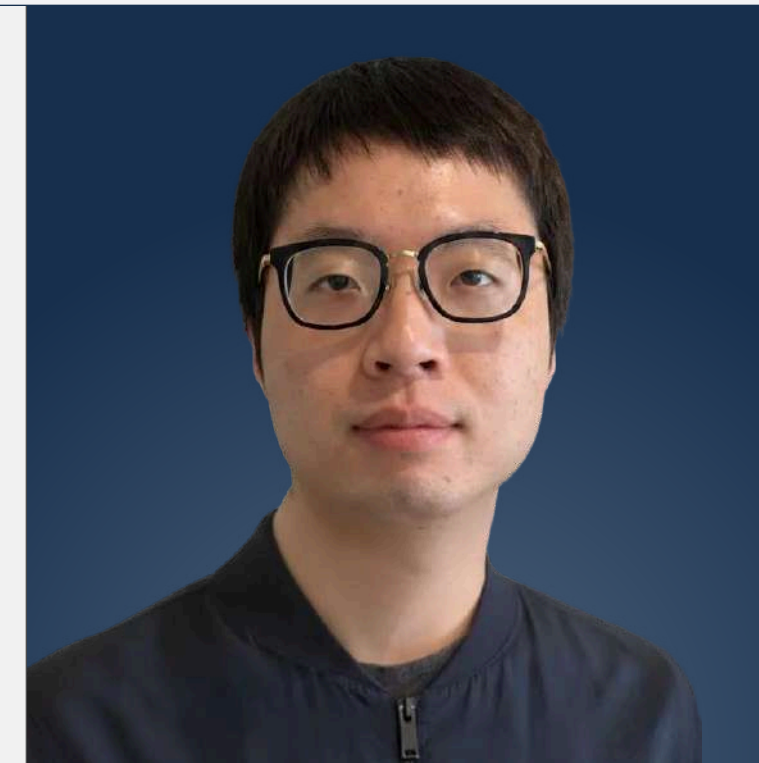
PhD Candidate at
University of
Oklahoma



Exploration. Growth. Mentorship. The biggest lesson I learned during my internship was that since there is so much work to be done at the frontier of blockchain research, you really can make an impact right away by making progress towards any number of open items. There's a lot of work to be done and that's exciting! The internship was a great opportunity to expand my knowledge in growing areas of blockchain research. During my PhD, I was focused a lot on networking and P2P, but the internship gave me the safe space to explore something I have only read about zero-knowledge proofs. I had great mentors that I know I could reach out to in the future, and that's invaluable.

Yue Zhou

Rust Engineer at
Taiko Lab



My 3-month internship at Nethermind gave me hands-on experience across three projects and helped me build real industry skills in blockchain and the ZK space. That foundation directly supported my next step, I was able to secure a role in the Web3 ecosystem soon after. Beyond technical growth, the internship shaped how I work day-to-day: communicating clearly, collaborating effectively, and contributing reliably as a team member. I'm genuinely grateful for the mentorship, trust, and supportive team culture, and I truly enjoyed my time at Nethermind.

Ujwal

Agent Engineer at
Nethermind



My internship at Nethermind was challenging, empowering, and transformative. I was trusted with real responsibility from day one, which helped me grow rapidly as both an engineer and a leader. The experience directly led to my transition into a full-time role and eventually becoming Japan Lead, where I now drive partnerships and AI initiatives. Nethermind gave me the platform, mentorship, and confidence to operate at a global level early in my career.

Jon Pineda

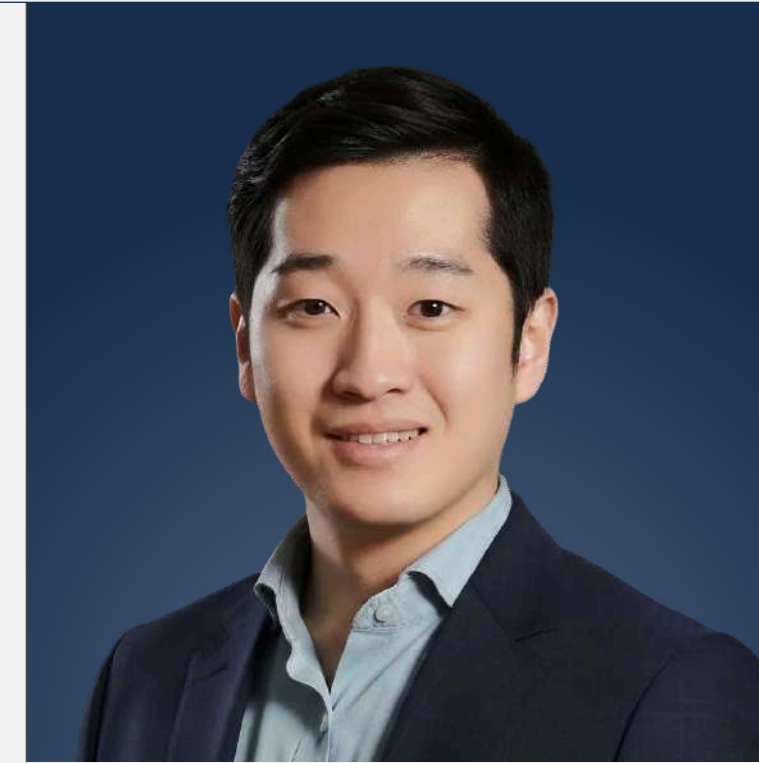
PhD Student at
University of the
Basque Country



My experience in Nethermind's internship program has been extremely rewarding. Beyond learning a great deal about cryptography, I have also gained essential real-world working skills. Research is not always straightforward—there is rarely a predefined path—but this uncertainty is precisely what makes it thrilling. The high level of expertise of my colleagues at Nethermind has been a constant source of motivation, encouraging me to push deeper into every topic and get the most out of each challenge."

Khen Bo

AI Engineer at
Nethermind



Three words: Challenging, collaborative, impactful. My internship was a highly rewarding experience that went beyond technical growth. In addition to deepening my AI and research skills, I learned how to clearly present ideas, exchange feedback, and collaborate with a team, something I had limited exposure to during my graduate studies. Working closely on AuditAgent, I was fortunate to transition into a full-time role, where I could research, develop, and implement novel AI techniques and agentic design patterns in a fast-evolving space.

Namit Shetty

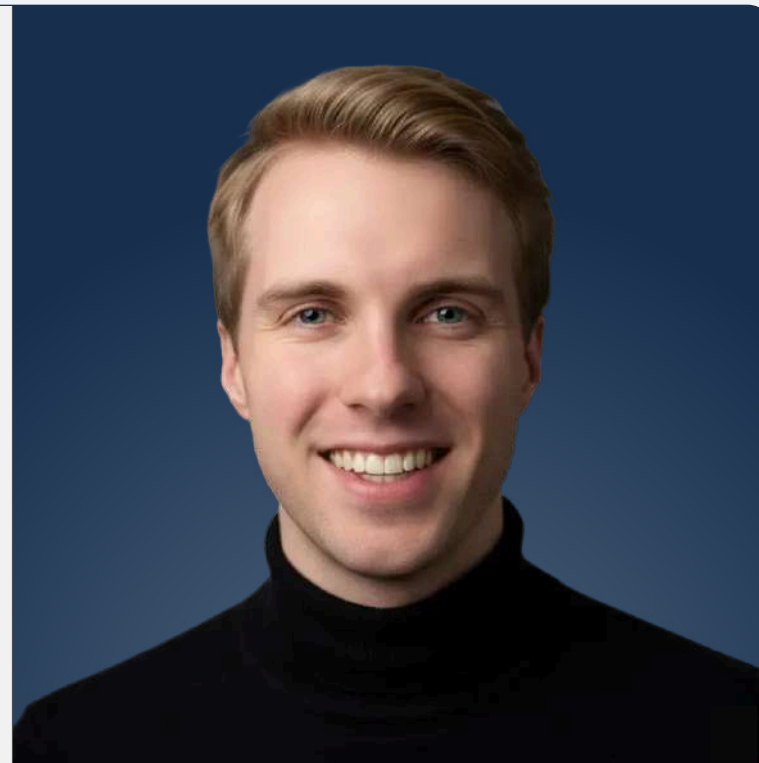
Jr. Manufacturing
Engineer at
Nethermind



My internship at Nethermind took me from rapid prototyping to production-scale hardware design, where I learnt critical lessons about Design for Manufacturing and cross-disciplinary teamwork. Working on the palm vein scanner project fundamentally changed the way I approach engineering challenges. This experience not only helped me improve my technical skills, but it also taught me how to bridge disciplines and think holistically about product development from concept to production.

Hugo Demeyere

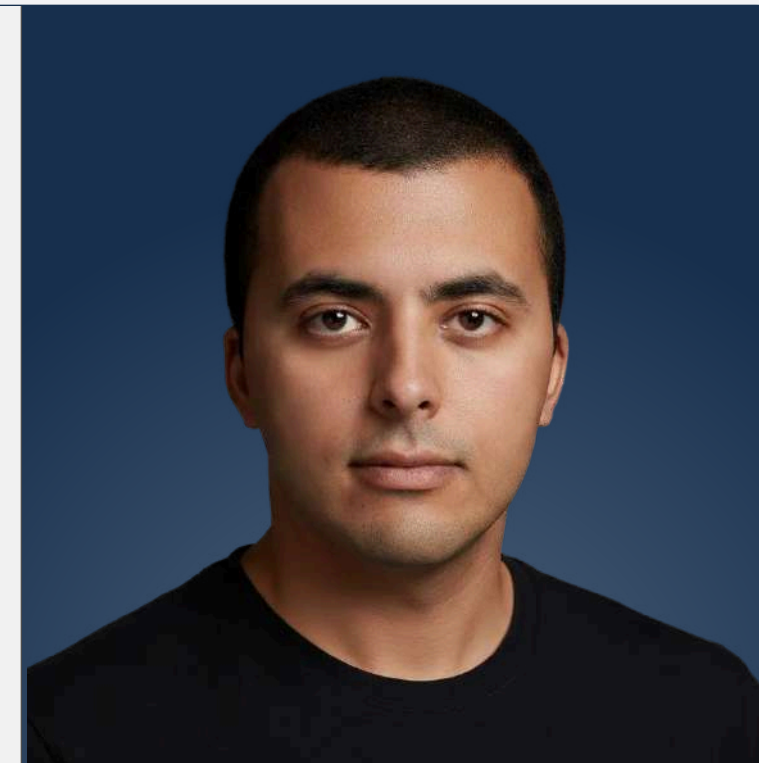
Distributed Systems
Engineer at
Nethermind



The most memorable experience was being trusted by my manager to take ownership of the validator staking v2 software, even as an intern. While being supervised and supported, I was responsible for driving this work forward: reading and understanding the Starknet Cairo contracts, validating my understanding with different stakeholders, implementing the software and communicating progress in meetings with our partners at StarkWare.

Ilyes ali Jeridi

Jr. Full Stack
Engineer at
Nethermind



My internship journey was transformative, inspiring, and deeply rewarding. Beyond the technical experience, I grew a lot personally by stepping outside my comfort zone and learning how to navigate real responsibilities. One of the biggest lessons I learned was to trust my ability to adapt and figure things out. This internship gave me clarity, confidence, and a stronger sense of direction for my future career.

Yashvini Shulka

Former Business
Development Intern



The Nethermind team feels like a group of stallions competing and making the spinal cord of the crypto industry. I was surprised by how fast and creative everyone was, and by the overall vibe of a nerdy college study group hacking after hours. I thoroughly enjoyed being at the frontier of the crypto-AI revolution, especially with the agentic work happening around the time I joined.



Alumni Network

Alumni Network

Since 2021, over 695 interns have completed the program. The Alumni Program, launched in January 2024, enables former interns to:

- Network with former interns and share opportunities
- Contribute to Nethermind's open-source projects
- Stay connected with developments at Nethermind and across the ecosystem
- Get notified about job opportunities
- Participate in events and workshops

Alumni receive a POAP corresponding to their internship year and gain access to a private alumni Discord channel.

INTERNSHIP
ALUMNI

695

LAUNCH DATE

2024

ALUMNI
COMMUNITY

228

NETHERMIND INTERSHIP POAP DESIGN 2021 → 2025



Applying to the Program

Internship slots are limited and highly selective. Nethermind continues to welcome applications from outstanding builders who want to contribute to real infrastructure, AI products, research, and security work.

Strong candidates can apply through the General Application channel. Submissions are reviewed on a rolling basis, and candidates are contacted when their background aligns with current program needs.

How to join the program?

Candidates sources



General application channels



Referrals



Adjacent hiring tracks



Apply to the Nethermind
Internship Program



About Nethermind



Blockchain Core Engineering

We are active builders of the Ethereum and Starknet protocols, closely aligning our development and research work with their roadmaps. The Nethermind client supports Gnosis Chain, the OP-stack and Energy Web. Our ecosystem contributions for Starknet include Juno, an open-source full-node implementation, and Voyager, a block explorer and API platform.



AI Products

Focused on artificial intelligence, this group is redefining user experiences in Web3 while maintaining a strong foundation in engineering. Our projects range from AI-powered security tooling to intelligent agents that optimise time-consuming business processes and reduce risk across the blockchain ecosystem.



Nethermind Research

Nethermind Research is the research arm of Nethermind, creating synergies between the fields of cryptography, decentralized finance, and protocol research. Our research solutions serve as the nexus where our theoretical knowledge meets real-world applications. Catering to a wide range of clients, from institutional players to Web3 organizations and DAOs, we specialize in solving industry problems via innovative applications of our research.



Nethermind Security

Nethermind Security is the security arm of Nethermind, providing services related to Smart Contract Audits, and Formal Verification. Our work includes Solidity and Cairo smart contract auditing, and formal verification services across ZK-circuit, EVM-based smart contract, and Starknet smart contract verification.



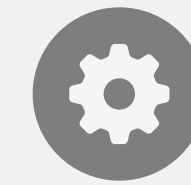
L2 Tooling

Our L2 tooling team is forging tools and products for ZK scaling solutions. Nethermind is a strategic partner to the Starknet Foundation, and as such, we're dedicated to developing tools and infrastructure that advance Starknet's decentralization and accessibility. Key contributions feature Juno, an open-source full-node implementation, and Voyager, a block explorer and API platform. Other Layer-2 projects include support for the OP-Stack in the Nethermind client and the zkSync Era Plugin for the Remix IDE advancing adoption on the platform.



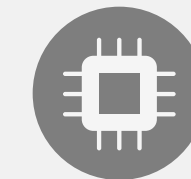
Protocol & Enterprise Engineering

We specialize in DeFi, covering DEXs, AMMs, and complex structured products. Our projects include decentralized KYC'd derivatives trading, asset tokenization, and institutional-grade staking. Our engineering teams work closely with clients to create customized Web2 and Web3 software solutions, such as crypto asset analytics, treasury management, trading automation, on-chain wallet monitoring, and token onboarding.



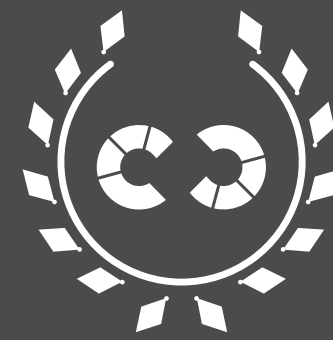
DevOps & Infrastructure Management

This team is responsible for processes related to product development operations. Building processes, infrastructure, security, cloud, and administration are all within this team's scope. They specialize in setting up private and hybrid blockchain networks, emphasizing stored and processed data's security, privacy, and accuracy.



Hardware

The Hardware Team at Nethermind is at the forefront of designing and developing cutting-edge hardware solutions that blend cryptography and blockchain, applying these technologies to fields such as automation, physical security and robotics.



Looking Ahead 2026

The 2026 internship program will remain highly selective, prioritizing exceptional candidates whose skills align closely with AI, security, hardware, and research.

By shifting away from a volume-based approach, Nethermind is positioning the program as a strategic, long-term investment in the ecosystem rather than a standard recruitment drive.

UNTIL NEXT YEAR!