

Nethermind Internship Program 2023

The Nethermind internship initiative

Nethermind was bootstrapped in 2017 and received an Ethereum Foundation grant in August 2018 to deliver the full client implementation. With support from the Ethereum Foundation, Gitcoin and many independent contributors and partners, Nethermind is today a key infrastructure builder of the Ethereum and Starknet ecosystems. Nethermind launched its Internship Program as a commitment to nurturing the next wave of talent in blockchain technology.

The Nethermind Internship Program was created in January 2021 to offer students and graduates an opportunity to explore the Ethereum and Starknet ecosystems. Participants have the opportunity to contribute to the growth and advancement of these ecosystems, as well as the wider blockchain space. The program is open to anyone worldwide interested in blockchain technology, computer science, software engineering, and related fields. The program's long-term objective is to cultivate and nurture the next generation of skilled computer scientists and blockchain professionals. Nethermind provides the technical and leadership capacities and the hiring and governance structure necessary to ensure that the program is well-run, the interns are supported, and the program's goals are achieved.

About the Internship Program

The Nethermind Internship Program provides a hands-on learning experience in the blockchain sector. It provides a rich learning environment where interns can develop new skills, broaden their knowledge, and gain practical experience in their field of interest. The program is committed to offering all participants opportunities to challenge themselves and grow professionally.

Participants in the program will engage in a comprehensive, 3-month-long immersion into areas such as Blockchain Core Engineering, L2 Tooling, Cryptography Research, Protocol Research, DeFi Research, Security, DevOps, Dapps, and Enterprise Engineering.

Key program details



Structure: The Nethermind Internship is a three-month, paid, full-time program.



Inception: Launched in January 2021.



Participation and feedback: 346 interns have participated since the inception.



Stipend: ~\$850k paid to our interns since inception.



Satisfaction rate: 100% rated their experience positively (39,6%) or very positively (60,4%).



Eligibility: Open to anyone worldwide interested in blockchain tech, CS, software engineering, and related fields.



Our commitment: Nethermind provides world-class technical capacities, leadership qualifications, and a hiring and governance structure.

90

Countries
represented

346

Interns from
inception

66

Peak average
headcount

26,054

CVs since inception
(to end of 2023)

Program Timeline

2023

- Dec** • The year closed with 88 new interns onboarded. That's 346 in total.
- Nov** • The program received \$150k from the Starknet Foundation and the Ethereum Foundation matched the contribution with another \$152k.
- Oct** • 41 slots were filled thanks to the grant from the Ethereum Foundation.
- May** • The program received \$150k from the Ethereum Foundation.
- Mar** • The Internship Management Team prepared grant proposals to partners to secure more slots in the program as the internal budget was limited.
- Jan** • The program scaled down to a handful of open slots for Q1 because of the turmoil and uncertainty in the industry.

2022

- Dec** • The year closed with 207 new interns onboarded. That's 257 in total.
- Nov** • Bashir joined as an Internship Program Coordinator.
- Oct** • Amos and Aya joined the program to drive recruitment.
- Sep** • There were 66 interns working with us. That's 31% of the whole Nethermind! So far, it's an all-time high. We started looking for an Internship Program Coordinator to help with the load.
- Mar** • Interns made up over one-third (37%) of the entire population in the Nethermind.

2021

- Dec** • The year closed with 49 interns onboarded.
- Oct** • Bartek joined and took over internship management from our CEO Tomasz.
- Jun** • Carmen, Lazaro, Mauricio, Miguel and Marcos joined. This great Cuban squad had a long-lasting impact on Nethermind. They are still around.
- May** • Intern #6 joined – Kristof Gazso. See [Pimlico](#)
- Jan** • Inception: the first intern joined on Jan 8th. Marcin is with us to this day as an Ethereum Core Dev.

A word from the CEO, Tomasz Stańczak

1. Can you share how the Nethermind Internship program aligns with the broader vision and goals of Ethereum, particularly in fostering innovation and talent development?

"Our internship program aims to bring more professionals into the blockchain space, helping them learn and build a network of contacts. Its flexible format allows interns to choose their areas of contribution and encourages them to explore different avenues. We're aware that most open-source and blockchain initiatives demand a great deal of self-discipline, passion, and ingenuity. These are precisely the types of individuals we're looking to attract and the kind of mindset we aim to foster."

2. As someone at the helm of a leading tech company, what advice would you give to young professionals and interns eager to make their mark in the Ethereum ecosystem or the tech world at large?

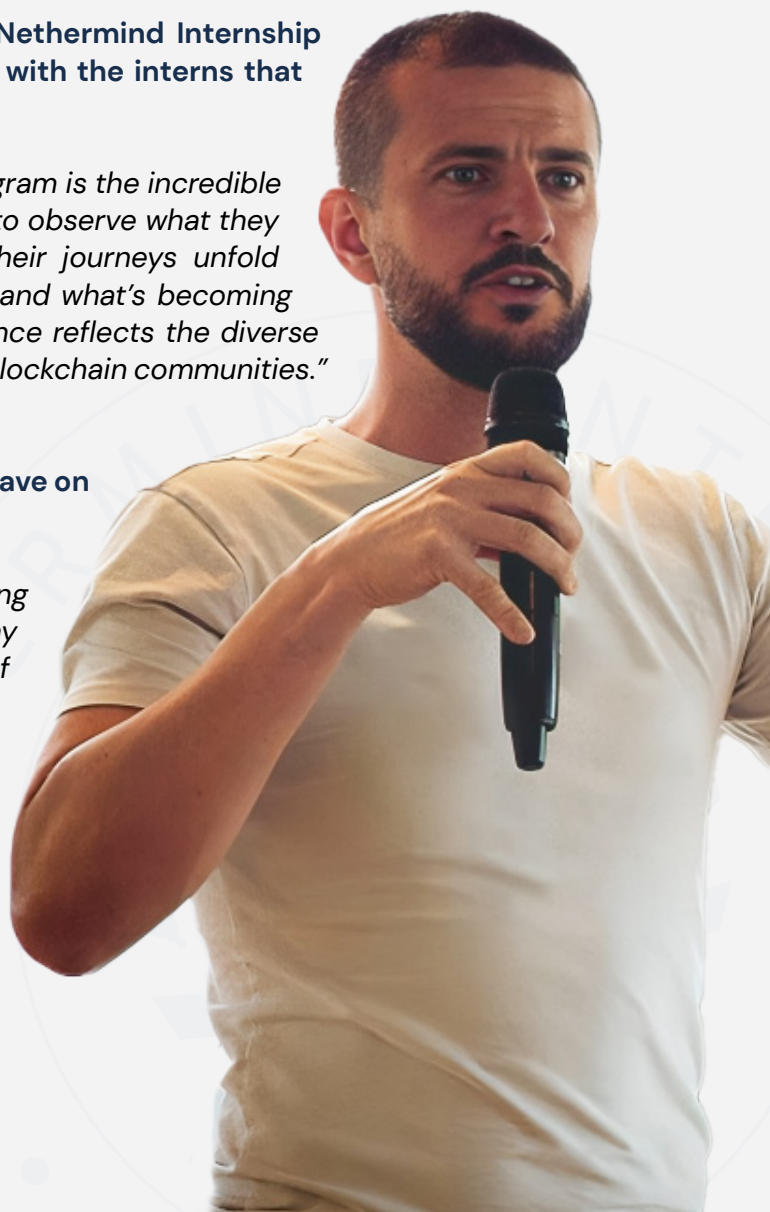
"Don't get too caught up in advice from others; choose your own path. Contribute in areas where you feel it aligns with your ambitions or helps build a sense of belonging. Focus on what matters to you, as everyone is different and has their own unique journey."

3. What personally inspires you about the Nethermind Internship program? Can you share a story or experience with the interns that left a lasting impression on you?

"What really inspires me about our internship program is the incredible variety in the paths our interns take. It's amazing to observe what they find exciting at any given moment. Watching their journeys unfold gives me a sense of where the world is heading and what's becoming important. In a way, each intern's unique experience reflects the diverse interests and evolving trends within the tech and blockchain communities."

4. What impact does the Internship Program have on Nethermind and its culture?

"Our internship program is a big part of our learning culture at Nethermind. It encourages us all to stay curious, humble, and embrace the process of learning through teaching. The program sparks unexpected interactions between teams and ideas. Thanks to this, we always feel that we're working on something new and important, supporting an innovative organizational culture."





Internship Program 2021-2023

Headcount Summary

Headcount Summary

346

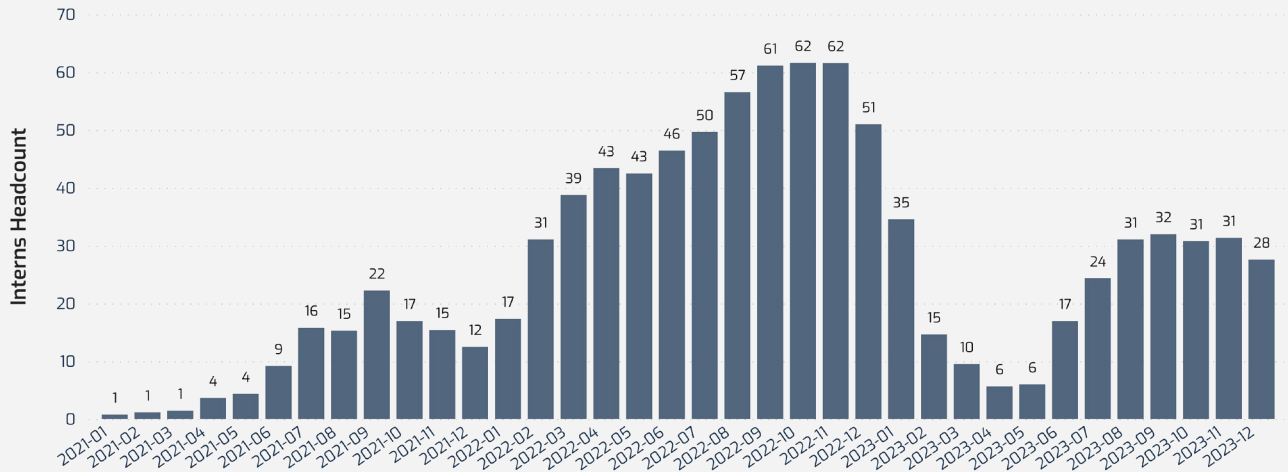
Number of interns to date

337

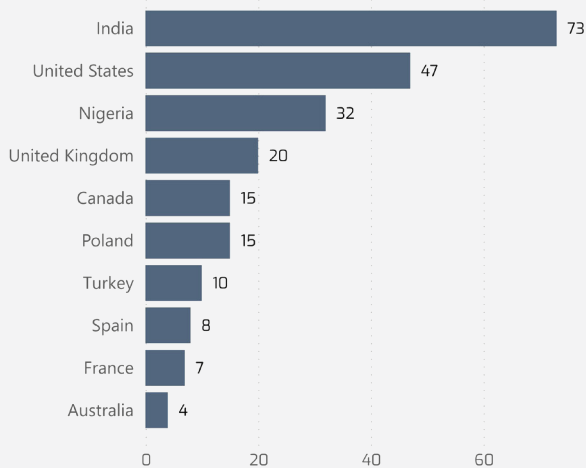
Past interns

62

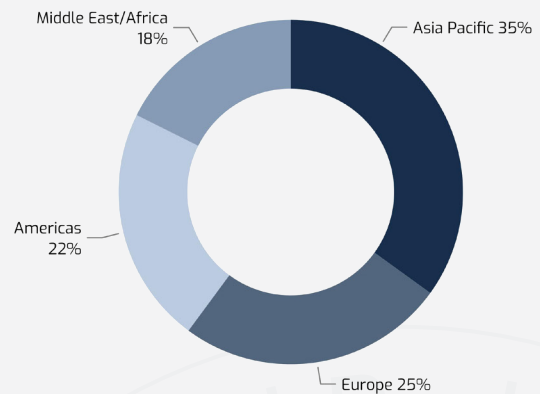
Peak Intern Headcount



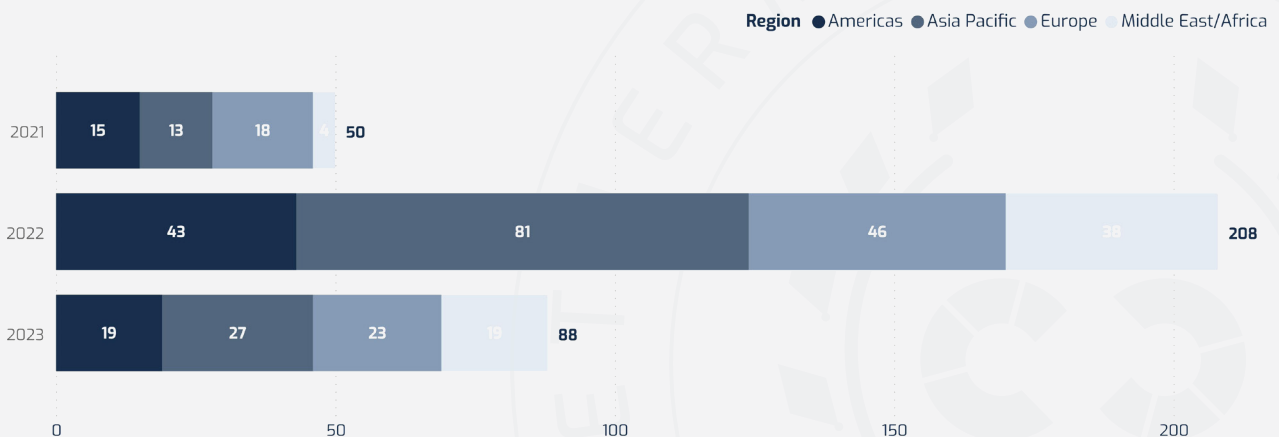
Most Represented Countries



All Interns by Region



Interns by Region by Program Year





Internship Program 2023

Detailed Summary

Headcount Summary

88

Interns

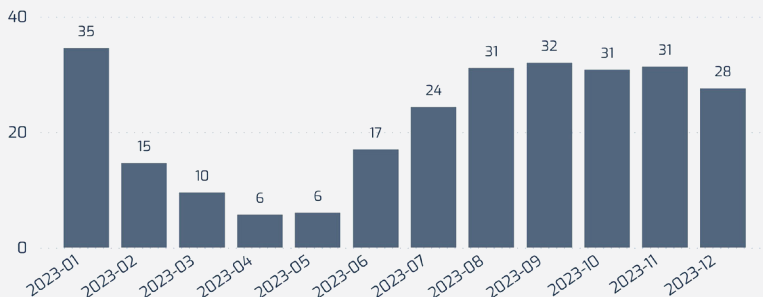
35K

Intern Hours

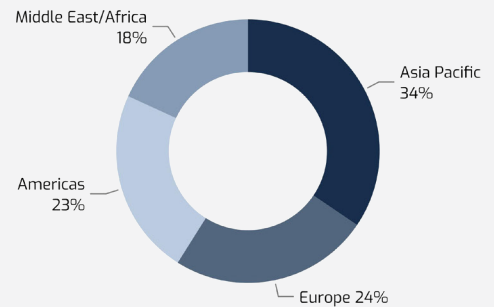
35

Peak Intern Headcount

Interns Headcount

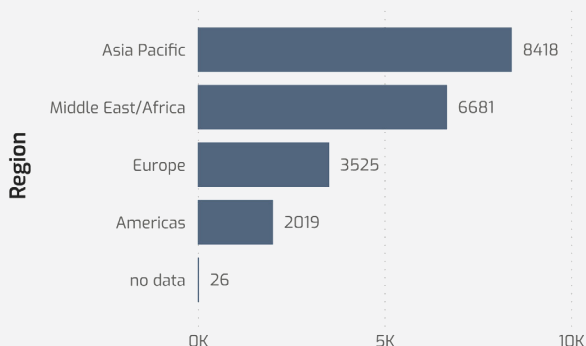


All Interns by Region

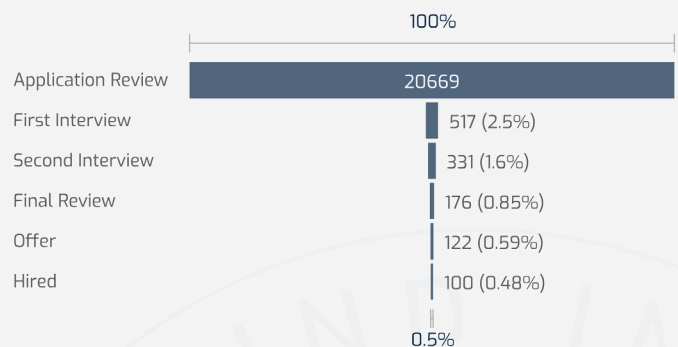


Recruitment Metrics

Application Received by Region



Hiring Funnel



2,5%
Applications
accepted



53%
Technical interview
acceptance



81%
Offer
acceptance



0.47%
Percent
hired

Satisfaction Survey Results 2023



100% of all our interns rated their satisfaction as either 4/5 or 5/5.



60% of the interns rated their experience as 5/5.

Testimonials



I am writing to express my sincere gratitude for the opportunity to intern at Nethermind over the past three months. My experience was truly amazing, and I am so grateful for the knowledge and skills I gained during my time with you. From the very beginning, I was impressed by the company's culture of innovation and collaboration. Everyone was always willing to help each other out, and there was a real sense of excitement about the work that we were doing. I was also fortunate to work on many challenging projects (Starknet.GO, Hedera research, Voyager, and Biz Dev), which gave me a chance to develop my skills and learn new things. I am so grateful for the opportunity to have interned at Nethermind. The skills and knowledge I gained will be invaluable as I continue my career.

Antonio Quental – Project Management



Today, my internship is ending. I'm leaving with amazing and unforgettable memories, and of course, a lot of new knowledge. Although I didn't get the chance to know everyone personally, I would like to thank the people I worked closest with.

Ahmet, you gave me valuable advice, and I appreciate it. I will undoubtedly use it to shape my career. I've thanked you many times, but I don't want to say goodbye without acknowledging the incredible influence you've had on me with your character and knowledge.

Tomasz, you are an incredible CEO. In a company of this scale, you are the only CEO I know who takes time to mentor interns and provide career advice. Despite having had the opportunity to intern at several large companies, I never had the chance to speak with someone more competent than my team leader because they hadn't set aside the time. In this regard, I can say that this internship was a turning point for my career and my perspective on life. I am very grateful to you for giving me this opportunity. I learned many things throughout this internship program, but if someone asks me to summarize what I learned in one sentence, I would say, 'I learned how to be global.'

Kadir Metahan – BHD Researcher





I want to express my heartfelt gratitude to all of you. It has been an honor to work alongside some of the brightest minds in the industry during this brief yet incredibly enriching experience. The knowledge and experiences I've gained here will undoubtedly play a significant role in my journey within the blockchain space.

Antonio, I can't thank you enough for your unwavering support and guidance throughout our work on Libre privacy research. Your expertise has been invaluable, and I've learned so much under your mentorship. Rodrigo, you've been a remarkable leader and a true comrade in every sense of the word. Your steadfast support during the VM project has been a cornerstone of my success. Your willingness to assist whenever I encountered challenges and the daily meetings that kept me on track made all the difference.

I want to express my gratitude for the camaraderie and teamwork that made this internship so enjoyable and productive. I wish I could have worked with all of you for a longer period. It's disheartening to say goodbye as I've grown quite attached to this wonderful group in just three months.

Shubham Kumar – Libre



I believe these are my final hours here, as my off-boarding will occur just after the weekend. I want to express my gratitude. These three months were undoubtedly the best I've spent with my computer. I arrived with a background in the blockchain space, but I discovered so much more here. I learned about many tools and technologies I was previously unaware of, had the opportunity to contribute to open-source clients (Juno), build amazing monitoring bots (Forta bots), and audit smart contracts. This internship has enhanced my skills. The atmosphere and environment here are simply AMAZING: knowledge-sharing, full support, talented people with high motivation – it's the best work environment to be in. If there are any open roles for Juniors, I would be more than happy to continue. Thank you for giving me this opportunity and for all your support over the past three months.

Rezazi Mohammed – Forta Bots



My internship at Nethermind has been an amazing experience! Being given autonomy and ownership, and the ability to pick great minds on the other hand is the perfect recipe for learning new skills in a fast-paced environment. After a few weeks, I got captivated by Starknet, which got my attention when noticing some great products our team has been delivering. I got the opportunity to help Voyager on the product side. Fast forward a few months, and I am proud to be fully engaged in the project as a product manager. The internship is a stepping stone for anyone looking to enter the blockchain space, an opportunity I would highly recommend!

Bart Dorissen – Voyager Product Manager



Looking back at all the doors it has opened for me, the Nethermind Internship program is quickly shaping up to be the opportunity of a lifetime.

As an academic with a passion for mathematics—but disillusioned with research in academia—I applied for the internship in early 2022, seeking to use my skills in the blockchain industry. I was looking for a place to acquire knowledge and marketable skills. In Nethermind, more than that, I found an organization that took my work seriously from day 1, challenged me, pushed me, and provided boundless room for growth for those ambitious enough to claim it. Soon enough, I collaborated on a cutting-edge project on account abstraction for the Nethermind client alongside very experienced engineers. I was baffled at the prospect of receiving this elite mentorship and being paid for it!

A few weeks in, Nethermind announced its intentions to create a research team, hiring a top-class cryptographer as the team lead. I took on an additional project on Shamir's Secret Sharing, where we first perused the academic literature for inspiration and then implemented our findings by coding a solution. I was fascinated by this blend of research and engineering work and resolved to make a new career out of it. In my opinion, herein lies the greatest strength of the Nethermind internship program: having not only the staff with incredible talent to teach you, but also the breadth to be able to use your skills in ways you would not imagine. Nethermind opened countless doors for me—a former intern—and it can do the same for you too.

Jorge Arce-Garro – Blockchain and Cryptography Researcher



My internship at Nethermind was a transformative experience that taught me valuable technical skills, allowed me to contribute to open-source projects, and advanced my career in the web3 field. Nethermind is a cutting-edge company that operates in the web3 industry, and I was thrilled to be a part of its professional community. During the technical interview, we had a deep dive discussion about my knowledge of EVM, including mempool. It was a fun and insightful conversation that helped me expand my technical knowledge. After getting accepted, I joined two different projects. The first was a completely open-source project aiming to achieve an actual release. Despite the challenge, I was excited to contribute to the project, and it was a valuable opportunity to showcase my technical skills.

The other project was a DeFi protocol, where I learned a lot about Solidity smart contracts and implemented finance equations on Solidity. It was an exciting project that allowed me to apply my technical knowledge to solve real-world problems. Overall, my internship at Nethermind was an incredible opportunity that taught me valuable technical.

Yehia Terek – Full-Stack Blockchain Developer

Three months at Nethermind: From recruitment to alumni network



Internship Alumni Program

After our third year of running the Internship Program, we recently launched a dedicated program for all our alumni in January 2024. So far, 346 individuals have successfully completed their internships at Nethermind. This group consists of highly motivated technologists who are deeply involved in blockchain and web3. Most of them have continued their professional journeys into the broader blockchain community.

Alumni who sign up will receive a POAP as a token of their participation in the Internship Program, corresponding to the year they started their internship. Additionally, they will gain access to our private Alumni Discord channel. This channel will serve as a hub for staying connected, sharing past experiences, and discovering new opportunities.



346

Internship
alumni



163

Onboarded to
the program



Jan 24

Genesis of the
Alumni Program



26

POAPs minted
till the date

Benefits



Network with former interns and share opportunities



Contribute to Nethermind's open-source projects



Get notified about job opportunities



Stay connected with the developments at Nethermind



Participate in events and workshops



Nethermind
Internship
Program



About Nethermind

Nethermind is a blockchain research and software engineering company. We empower enterprises and developers worldwide to access and build on the decentralized web. Our work touches every part of the blockchain ecosystem – from fundamental cryptography research to application-layer protocol development. We collaborate with a global developer community and partners to advance Ethereum, Starknet, and the broader blockchain industry.

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.

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.

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, Formal Verification, and Real-Time Monitoring. Our work includes Solidity and Cairo smart contract auditing, building protocol-specific custom Forta Network detection bots, 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.

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.





Nethermind Internship Program

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NethermindEth



NethermindStark



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Nethermind-eth



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