



The ViP group

**Bridging Industries,
Building Futures.**

The VIP Innovation Sandbox



Built On An Idea

Every great company starts with an idea. Ours was simple: **businesses deserve better solutions.**

TheViPgroup is a startup built on **innovation, speed, and real impact.**

From **Kraków**, we build solutions that help businesses grow and succeed.





Our Projects

CleanTech/ITAD

Secure data destruction and office decommission.

FluxOps

Digital factory operations platform enabling real-time tracking and predictive maintenance.

FindMyStay

Gateway to seamless European living for renters, property owners, and investors through a unified, trusted platform.

Explorly

AI-powered travel booking with voice assistance for effortless, personalised trip planning.

Sentinel

All-in-one HR platform unifying recruitment, payroll, performance, and employee management.

ClaritySpend AI

AI finance tool that automates expense tracking and delivers real-time financial insights.



CleanTech / ITAD

- Provides secure IT asset disposal for enterprises with certified data destruction and full office decommissioning
- Ensures environmentally responsible e-waste recycling aligned with strict ESG standards and zero-landfill goals



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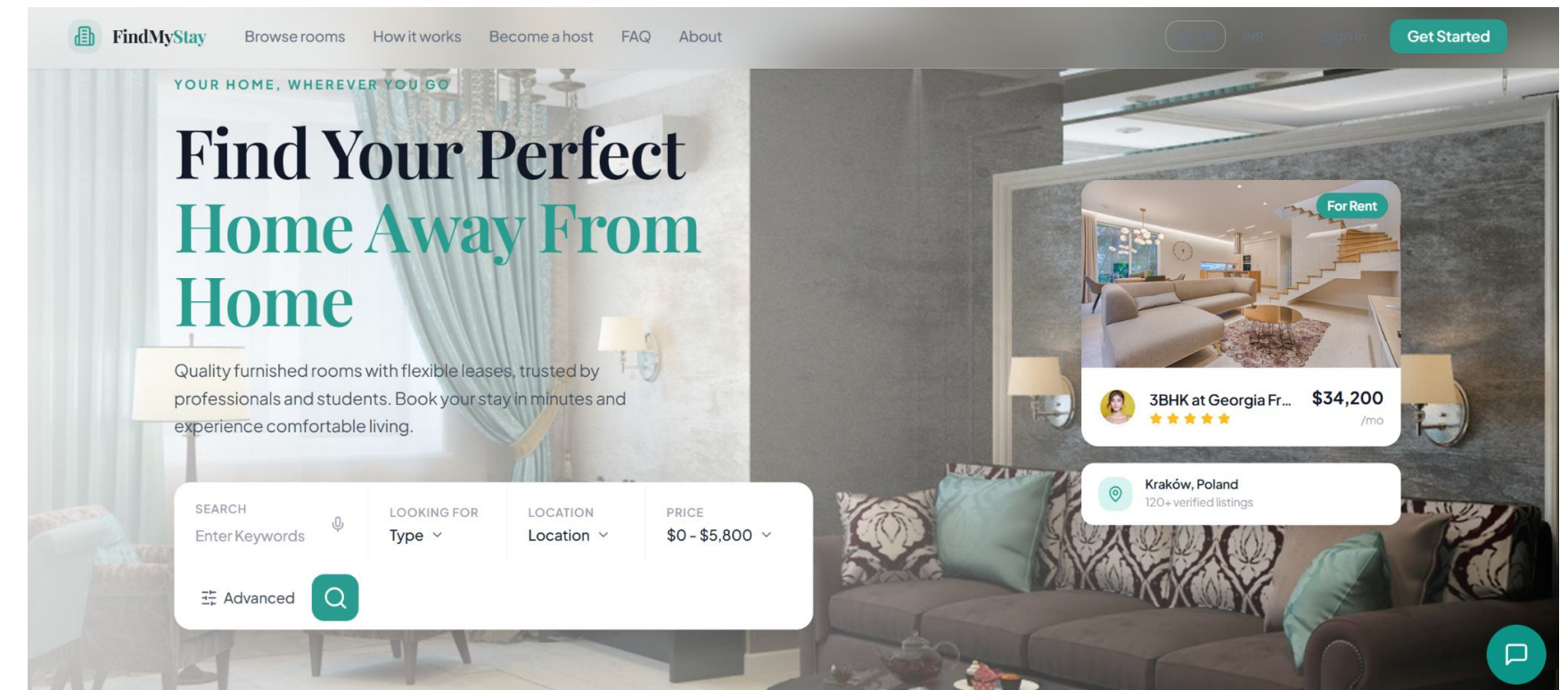
Projects
Completed

-  Certified Data Destruction
-  Office Decommissioning
-  E-Waste Recycling
-  ESG Compliance



FindMyStay

- Helps international students and travellers find trusted accommodation across Europe.
- Bridges local landlords with global renters through a safe and organised platform.



Launching soon...

🎓 Student-Focused Rentals 🔗 Landlord–Tenant Bridge

🔒 Verified & Trusted Listings



TheVIPgroup

Sentinel

- Unifies recruitment, onboarding, payroll, and performance management into one centralized HR system
- Automates and secures the entire employee lifecycle through a scalable, multi-tenant platform

Sentinel HRIS

[Features](#) [Pricing](#) [Calculator](#)

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Modern HR Management Built for Growing Teams

Streamline your entire HR workflow with Sentinel HRIS. From recruitment to payroll, performance reviews to compliance, manage everything in one powerful platform.

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Recruitment & Onboarding



Payroll automation



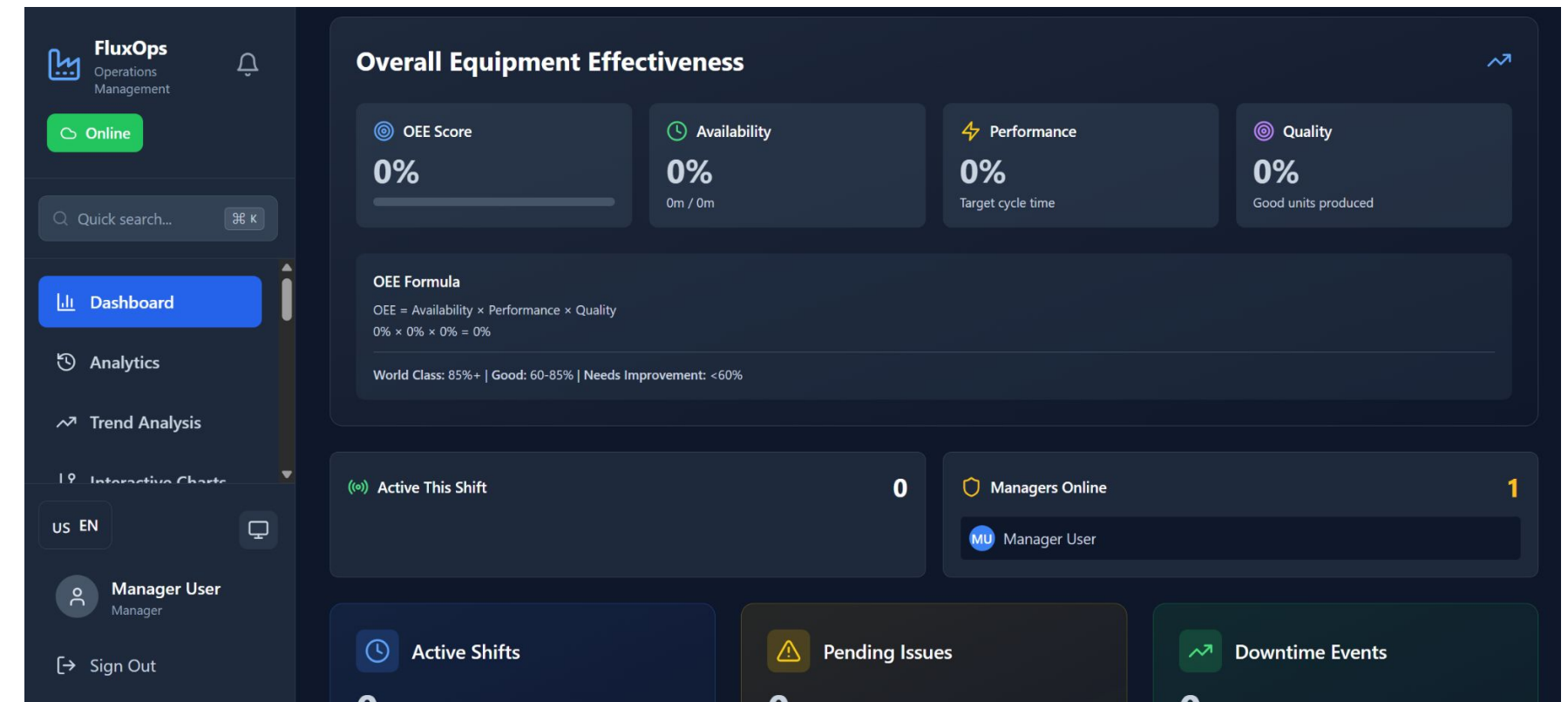
Performance & Analytics



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FluxOps

- Modernizes factory operations by replacing paper logs with real-time tracking and smart shift handovers
- Uses AI-driven insights to enable predictive maintenance and improve operational efficiency



Live machine monitoring



Real-time issue tracking

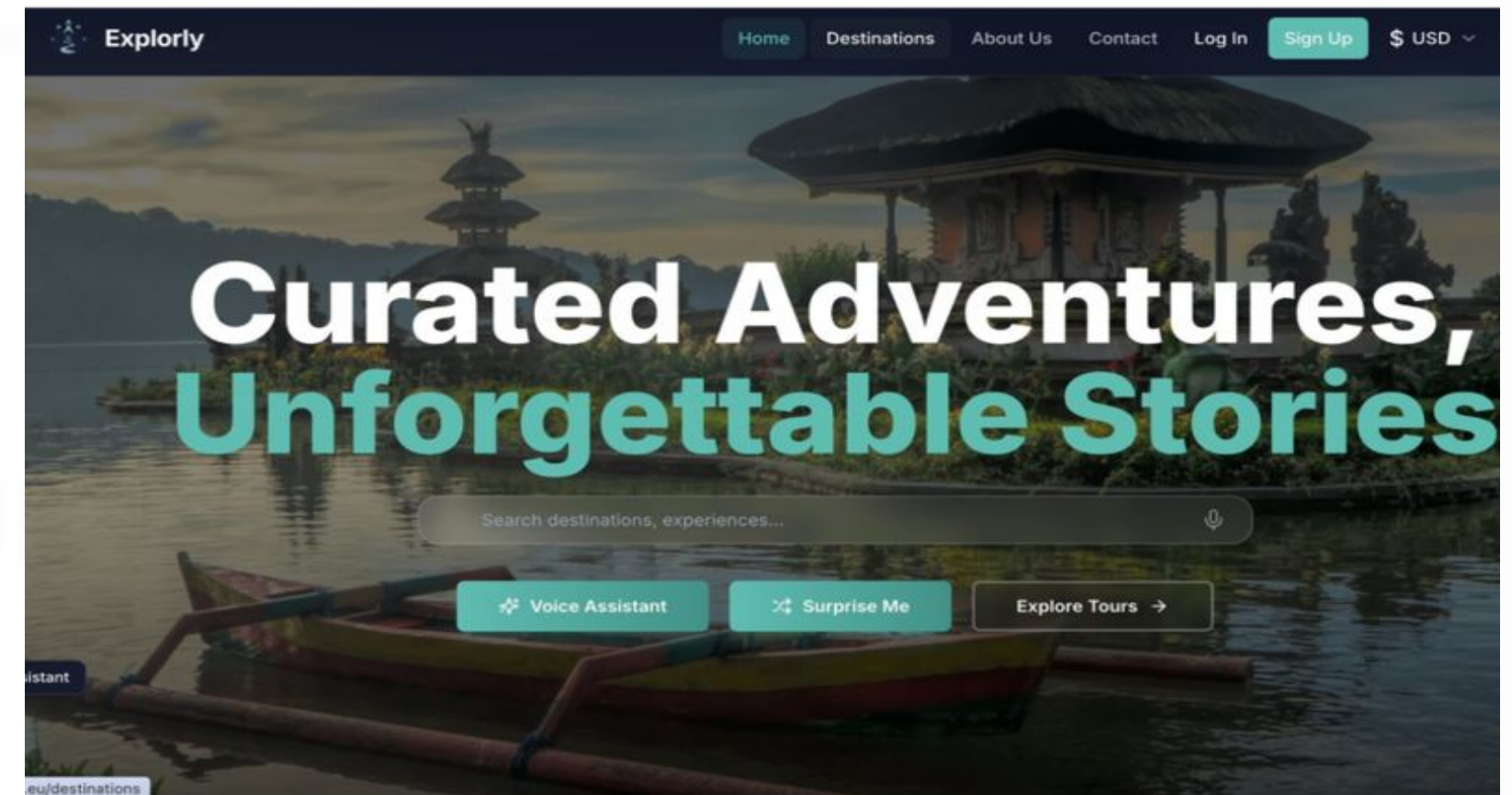


Predictive maintenance



Explorly

- Redefines travel booking through an AI voice assistant that enables natural, conversational trip planning
- Offers real-time multi-language support and flexible deposit-based payments for a seamless booking experience

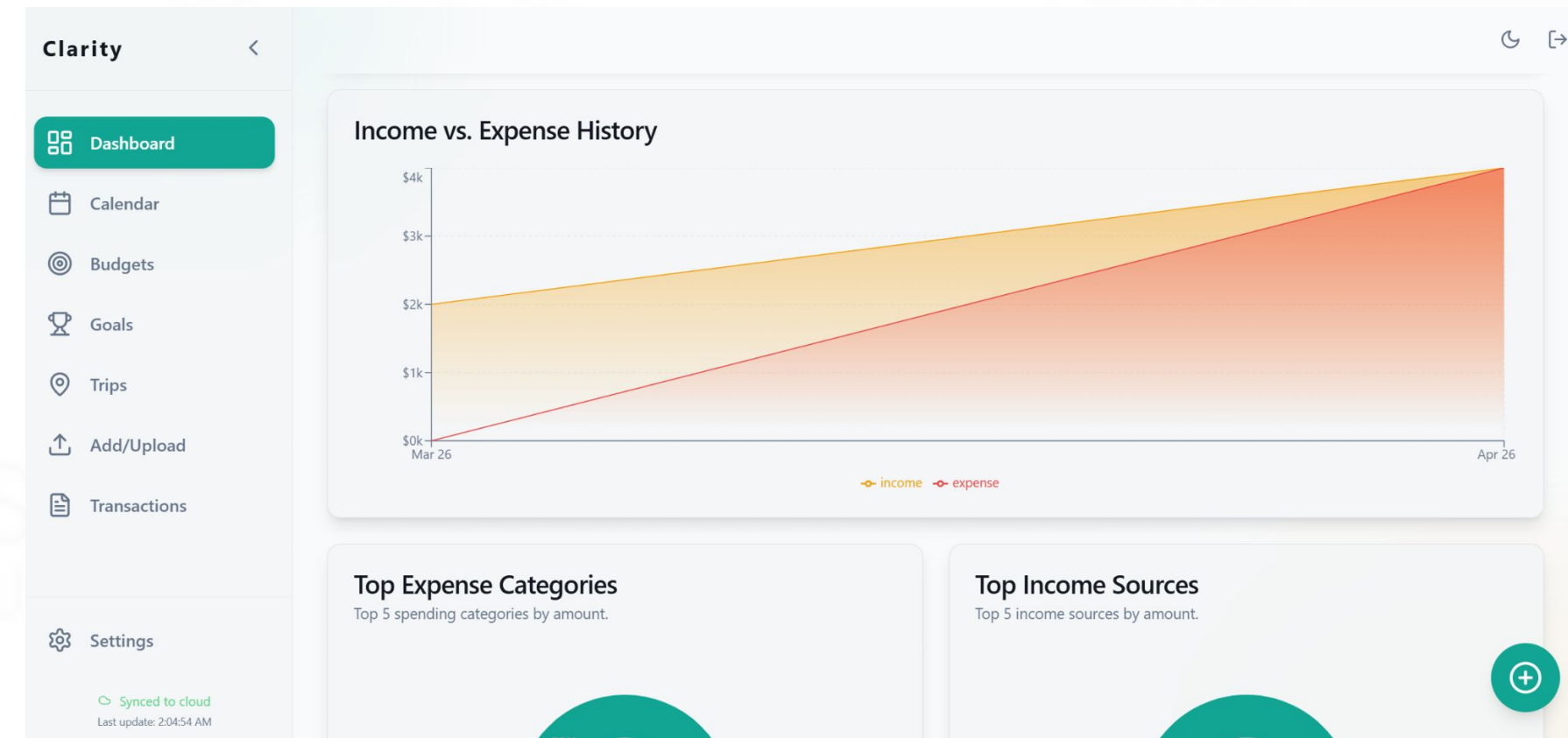


 AI Voice Assistant  Multi-destination travel search  Flexible booking & payments



ClaritySpend AI

- Automates expense tracking through AI-powered receipt scanning and real-time categorization
- Supports multi-currency budgeting while delivering clear, actionable financial insights



AI Receipt Scanning



Multi-currency support



Smart financial insights



Our Collaborations

Partnerships within the Erasmus+ program, focusing on student mobility and traineeships



Politecnico di Torino



Varna University

 European Mobility |  Academic Excellence |  Global Integration



TheViPgroup

Universities of Hosted Interns

Spain

- Univ. de Sevilla
- IES Mare Nostrum
- IES Abastos
- IES Francisco Quevedo
- IES Clara del Rey

France

- Clermont School of Biz
- Univ. de Bordeaux

Portugal

- Inst. Polytechnic of Bragança

Italy

- Politecnico di Torino
- Lum Giuseppe Degennaro

Belgium

- Haute Ecole
Bruxelles-Brabant

Tunisia

- Université de Monastir

Croatia

- University of Split

Turkey

- Sakarya University
- Bahcesehir University

Finland

- Tampere University



European Partnerships |



International Talent |



Erasmus+ Program





What You Gain at TheVIPGroup

Hands-On Experience

- Learn how modern AI systems work
- Build and deploy small-scale servers
- Work on real-world startup projects

Opportunities

- Opportunity to transition into full-time or part-time roles
- Proven Career Launchpad: We consistently offer full-time positions to our top-performing interns, recently converting our top scholars into permanent team members
- Gain experience you won't get in large corporations

Real-World Impact | Professional Growth | AI Innovation



TheVIPgroup

Day at TheViPGroup

- **09:00 | Kickoff**
Coffee, emails and the morning stand-up meeting
- **10:00 | Deepwork**
Contributing to core deliverables and technical tasks.
- **12:30 | Lunch break**
Lunch with the team
- **13:30 | Tasks and collaboration**
Resume project work, address feedback from morning reviews.
- **16:30 | Wrap-up & Planning**
Organise files, update project status trackers, and outline the task list for tomorrow.



Daily Routine |



Productivity Focus |



Team Alignment



TheViPgroup

Meet the team



Our Global Force

TheVIPGroup thrives on diversity and collective intelligence. Our team is a vibrant tapestry of innovators, developers, and strategists from around the world.

- **Collaborative Spirit**
- **Agile Mindset**
- **Technical Excellence**
- **Cross-Cultural Innovation**

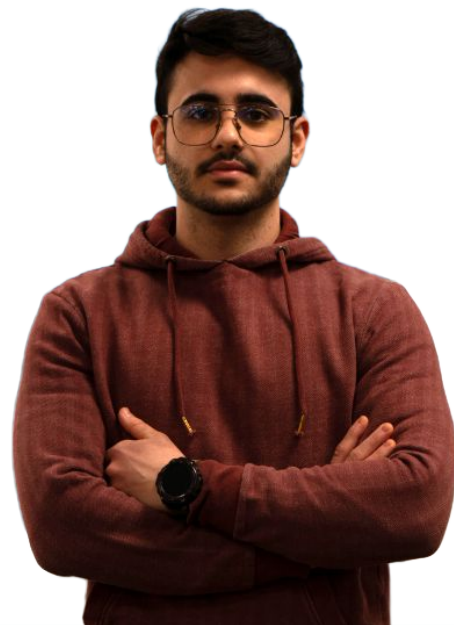
 Diverse Talents |  Bold Innovation |  United Purpose

Experience at the company

Manuel

Web Developer Intern

“This internship was an excellent opportunity to bridge the gap between technical theory and real-world coding.”



Antonio

Business Development Intern

“I gained invaluable hands-on experience in market analysis while navigating a global business environment.”



Merve

Head of Human Resources

Former Human Resources Intern

“The multicultural team environment provided me with a global perspective and a deeper understanding of diverse workplace cultures.”



 Personal Growth |  Global Perspective |  Career Launchpad



Onboarding

HR Orientation

Completing initial onboarding sessions and mastering internal communication protocols for the multicultural work environment.

Mentorship Program

Each intern is assigned a dedicated mentor to provide guidance, technical support, and oversight throughout the internship duration.

Goal Setting & Milestones

Collaborating with mentors to establish personalised KPIs, ensuring the traineeship aligns with both academic requirements and career ambitions.



Team Integration |



Skill Mastery |



Career Guidance



Workflow Integration

Internal Tools

Gaining proficiency in professional software, specifically **Netlify, Figma, Stitch, GitHub, Supabase** and **Zoho Suite** for daily check-ins and progress reporting.

Performance Evaluation

Scholars undergo monthly evaluations based on a standardised performance scorecard; high achievers are eligible for the **"Intern of the Month"** award and recognition.

Cross-Functional Collaboration

Operating within agile frameworks, engaging in daily stand-ups, and collaborating seamlessly with **global team members across engineering, marketing, and business units.**



Operational Efficiency |



Growth Mindset |



Meritocracy



TheViPgroup

Intern of the Month

Recognizing Excellence and Commitment

Selection Criteria

- ✓ Punctuality
- ✓ Exceeding project milestones
- ✓ Strong team alignment
- ✓ Consistency in work quality



Recognition Prize

The recipient will receive a special prize in recognition of their exceptional performance and impact.



Excellence |



Commitment |



Professional Growth



TheVIPgroup



Strategic Academic Partnership (MOU)

Empowering Next-Generation Tech Leaders

- **Exclusive Placement Pipeline:** Priority acceptance for your top-tier students into our elite innovation sandbox.
- **Curriculum Alignment:** R&D collaboration utilising our live enterprise platforms (AI, CleanTech, and SaaS) to complement academic theory with real-world execution.
- **EU-Wide Brand Synergy:** Joint marketing initiatives and co-branded success stories distributed across the European Erasmus+ network.
- **Career Conversion:** A proven track record of transitioning high-performing trainees directly into full-time global roles.



European Innovation Hub |



Mutual Growth |



Global Placements



TheViPgroup



Current Academic Placement Opportunities

Technical & Business

- Web Development Intern
- IT Intern
- Mobile Development Intern
- Business Development Intern
- Business Management Intern

Marketing & Operations

- Marketing & Sales Intern
- Digital Marketing Intern
- Content Creator Intern
- Community Manager Intern
- Human Resources Intern

APPLY NOW: [TheVipGroup Internship Application Form](#)



Join our global team and build your career



TheVipGroup

Connect with us

Erasmus+ OID (E10404270)



Office Location

Podole 60, 30-394 Kraków

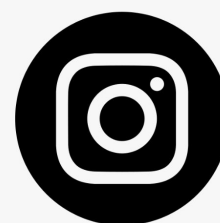


Get in Touch

+48 729 449 766

Mon-Fri, 9:00 - 17:00 CET

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Core Responsibilities of Positions



Web Developer Intern:

UI/UX Design & Prototyping: Collaborating with the Lead Intern to design user-friendly interfaces (UI) and develop wireframes/prototypes to ensure an optimal user experience (UX).

Front-End Development: Writing clean, efficient, and responsive code using HTML, CSS, and JavaScript (and modern frameworks like React/Vue/Angular, if proficient) to bring designs to life.

Back-End Development: Assisting with server-side logic, database management (SQL/NoSQL), and developing or integrating RESTful APIs to power our web applications.

Maintenance & Debugging: Identifying, troubleshooting, and resolving bugs or performance issues in existing client websites and applications.

Documentation: Creating clear technical documentation for projects to ensure smooth handoff and future maintenance.

IT Intern:

Technical Support & Troubleshooting: Providing first-level response and troubleshooting for hardware, software, or connectivity issues faced by team members.

Hardware & Software Setup: Setting up computers for new team members, installing necessary software licenses, and configuring peripherals.

Network Monitoring: Monitoring the security and continuity of the internal network (Wi-Fi/LAN) and providing technical support to minimize connectivity drops.

Inventory Management: Maintaining an inventory of company technical equipment (laptops, monitors, etc.) and tracking the assignment of assets.

Security Compliance: Following antivirus updates and supporting the implementation of basic cybersecurity protocols to protect company data.

System Backups: Checking regular system backups and supporting cloud/local storage management to prevent data loss.

Mobile Development Intern:

Feature Development & Coding: Supporting the coding of new features under the supervision of senior developers and contributing to the existing codebase.

Bug Fixing & Troubleshooting: Identifying bugs within the application, analyzing error reports, and developing patches to resolve technical issues.

UI/UX Implementation: Translating interface designs provided by design teams (Figma/Adobe XD) into code and optimizing the user experience for mobile.

Testing & Quality Assurance: Conducting tests to ensure the application runs stably across different devices and operating system versions (iOS/Android).

API Integration: Assisting in RESTful API or GraphQL integration processes to enable communication between the mobile app and server-side data.

Technical Documentation: Preparing technical documentation for written code and developed processes to ensure clarity for other team members.

Digital Marketing Intern

Social Media Management: Manage and grow our LinkedIn and social channels, ensuring a consistent brand voice.

Content Creation: Design engaging visuals (Canva/Adobe), write blog posts, and create newsletters.

Campaign Strategy: Assist in planning digital campaigns to generate leads for our service units.

Analytics: Monitor web traffic and social media metrics to optimize performance.

Brand Consistency: Ensure all internal and external communications align with TheViPgroup's identity.

Community Manager Intern

Content Publishing: Scheduling and publishing all technical content (blog posts, white papers, case studies) on our professional platforms, primarily LinkedIn and X (Twitter).

Engagement Monitoring: Monitoring and responding to all comments, DMs, and mentions in a timely, professional, and knowledgeable manner.

Proactive Engagement: Actively engaging with industry leaders, tech influencers, academic researchers, and potential clients to build our network and establish our SBU as a key player in the AI space.

Community Building: Identifying and participating in relevant technical discussions and communities to increase our visibility.

Content Creator Intern:

Multimedia Content Production: Designing short videos, images, and engaging graphics for social media platforms (Instagram, TikTok, LinkedIn).

Copywriting & Storytelling: Writing creative and persuasive copy for blog posts, newsletters, and social media updates in line with the brand voice.

Content Calendar Management: Tracking the content schedule and organizing the timely distribution of content across the correct platforms.

Trend Analysis: Monitoring current social media trends and proposing creative ideas that align those trends with the brand's vision.

Engagement & Community Management: Responding to comments and messages from followers using the brand identity to increase community engagement.

Performance Reporting: Analyzing the reach and engagement statistics of shared content to prepare data-driven reports for future strategies.

Human Resources Intern

Recruitment & Talent Acquisition: Assisting with the end-to-end recruitment process, from drafting job descriptions and sourcing candidates to screening CVs and scheduling interviews.

Onboarding & Offboarding: Supporting the seamless integration of new hires by preparing onboarding materials and welcome kits, and assisting with exit procedures.

Employee Engagement: Helping to maintain a positive and engaging work environment by co-organizing team-building events, internal communications, and wellness initiatives.

HR Administration: Managing HR documentation, maintaining employee records in our HRIS, and ensuring compliance with data protection regulations (GDPR).

Learning & Development: Assisting in the coordination of training sessions and workshops for our team.

HR Projects: Participating in various HR projects, such as developing new policies, conducting employee satisfaction surveys, or improving internal processes.

Marketing and Sales Intern

Market Intelligence & Lead Generation: Conducted comprehensive market research and competitor analysis to identify industry trends and growth opportunities, while performing targeted prospecting to build a high-quality lead pipeline.

Content Strategy & Brand Management: Drafted engaging copy for blogs, newsletters, and social media platforms, ensuring all marketing visuals and communications remained consistent with the brand identity to drive follower engagement.

Integrated Outreach & Campaign Support: Executed multi-channel outreach (Email, LinkedIn, and Cold Calling) to secure sales meetings while assisting in the preparation and tracking of digital marketing campaigns across Google Ads and social media.

Sales Enablement & CRM Optimization: Customized high-impact pitch decks and sales proposals to address specific client pain points and maintained meticulous records in the CRM system to ensure accurate data and deal tracking.

Performance Analytics & Event Coordination: Compiled weekly reports on website traffic and campaign KPIs to measure marketing ROI, while providing operational support for webinars and corporate events, including post-meeting documentation and follow-ups.

Business Management Intern

Market Analysis: Conducting in-depth research on new market segments, industry verticals, and emerging trends to identify potential for growth.

Partnership Development: Identifying, researching, and evaluating potential strategic partners and collaborators who can extend our reach and capabilities.

Opportunity Sourcing: Proactively sourcing and assessing new business opportunities that align with TheViPgroup's long-term vision and strategic goals.

Strategic Support: Supporting the leadership team in developing business cases and strategic plans for entering new markets or launching new service lines.

Initial Outreach: Assisting with the initial contact and relationship-building efforts with potential partners and high-value strategic clients.

Reporting: Preparing clear and insightful reports and presentations on market findings, competitor analysis, and potential growth strategies.

Business Development Intern

Lead Generation & Pipeline Management: Identifying target audiences to build a potential client portfolio, opening new communication channels, and actively managing the sales pipeline.

Revenue Growth & Sales Execution: Implementing sales strategies in line with growth targets, managing proposal processes, and driving direct revenue growth through new customer acquisition.

Client Relationship Management (CRM): Building long-term, trust-based relationships with current and potential clients; analyzing client needs to leverage cross-selling or up-selling opportunities.

Proposal & Contract Negotiation: Preparing corporate solution proposals, leading presentation processes, and successfully finalizing contract negotiations while protecting the company's interests.

Brand Positioning & Networking: Increasing market visibility and providing corporate representation by attending industry events, conferences, and networking gatherings.

Feedback Loop & Product Alignment: Analyzing feedback from the field and clients to work coordinately with operations and product teams to ensure services evolve with market demands.