

Turing Internship Network

How to write a competitive TIN Application

This document provides guidance to prospective applicants on what TIN partners look for when they review applications.

The Application Questions and Assessment Criteria

Applicants interested in applying for a TIN internship should first familiarise themselves with the application questions and how they relate to the assessment criteria listed in the call document.

The TIN application is made up of 7 sections with the two key sections being '*Education and Employment History*' (section 4) and '*Internship Role Application*' (section 5).

All applications received are reviewed against the same assessment criteria, which are:

Motivation: The interest of the applicant in the role they are applying for.

Knowledge and previous experience: The experience the applicant brings to the role.

Skills: The skillset that will help the candidate perform well in the role.

Goals: What the applicant hopes to learn and achieve during the internship and the benefits for their research.

The following questions in Section 5 should be used to build the strongest case of your eligibility for the internship role, however you are encouraged to include supporting evidence in other sections where you see fit.

Assessment Criteria	Related Question in Section 5
Motivation	Why are you interested in this internship?
Knowledge and previous experience	How does your knowledge, expertise and previous experience meet the requirements of the role?
Skills	How will your skills (both technical and other skills such as communication, organization, collaboration, time management etc) help you perform well in this role?
Goals	What do you hope to achieve by undertaking this internship?

The way each question is answered determines whether an application will be considered weak or strong.

Weak vs Strong Applications

Preparation is key to set yourself up for success. Applicants should always read the role descriptions published on the TIN webpage carefully and dedicate time to understand what projects are about and the responsibilities an intern is asked to cover. Candidates should also research the organisations, learn about what they do, their position on the market and their company culture before they apply.

Applicants should then focus on providing clear and exhaustive information in their answers to the questions in section 5 and use them to show how they are the ideal candidate for the role they are applying for, touching on all the points listed in the Person Specification section of the role description.

Motivation

An applicant writing a weak application will give vague reasons for applying for the role. For a strong application it is important to show genuine interest in the project and clearly explain the reasons why you are applying for that specific role. TIN partners want to see why you picked their role among all the other roles. They also want to see if your expectations are aligned with the role they are offering and from this first answer they can get a sense of whether the role is right for you.

Knowledge and previous experience

A strong application will use the information provided in section 4 to demonstrate that you are a good fit for the role in this section. Showing that you worked in similar roles and/or that your doctoral research is in the same field of the project the partner is advertising and/or that you have acquired the necessary knowledge needed to work in the role will help you stand out. We recommend using clear examples and avoid generic statements. Applicants are encouraged to use the STAR method to explain their examples (situation, task, action, result).

Skills

In this question applicants should offer clear evidence of their technical skills and/or soft skills and should use the STAR method (situation, task, action, result) to write examples and better demonstrate how their skills will enable them to perform in the role. Applicants should look at the Person Specification and/or the description of the responsibilities to find the soft skills required by the partner.

Goals

A candidate writing a weak application will give unclear and general goals for applying to a TIN internship. Partners know that one of the reasons why candidates decide to undertake an internship is to apply their technical skills on real-life scenarios, but this should not be the only reason shared in the application form. Partners want to see well thought through goals that include learning opportunities, how your research would benefit from interning at their organisation, the impact you hope to have inside the organisation and the impact for the wider community etc. When thinking about your goals, we encourage you to use the SMART goals setting method (Specific, Measurable, Achievable, Relevant, Time bound).

Top Tips

1. **Include a copy of your CV.** Even though you will be required to write your education and employment history on the application form, partners often ask to review CVs together with

applications.

2. A great way to share additional evidence for your technical skills is to share links to **GitHub** repositories.

3. Write up your application **outside the online platform** Flexigrant and then copy and paste the answers.

4. **Clear communication** is key. Your application itself is evidence of how well you can convey your expertise to an audience.

Good luck and we look forward to receiving your application!