

Internship Recruitment Process

Thank you for considering a career with Oracle Morocco R&D Center
Here are some resources to help you prepare

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There are two different internship programs in Oracle Morocco R&D Center:

PFE Internship:

The PFE (End of studies Project) internship is generally a requirement for the degree, it forms the basis of a thesis/dissertation that you will be assessed on for your university degree.

- **Duration:** 6 months
- **Start Date:** January - February
- **Nature:** Full-time, in-office
- **Target:** Final year students (thesis/dissertation basis)

OIP Internship:

The OIP (Open Internship Program) is a summer internship program.

- **Duration:** 3 months
- **Start Date:** June- July
- **Nature:** Full-time, in-office
- **Target:** Non-final year students

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Recruitment and Selection Process

1. Application Launch

- Communication about the application launch is sent to universities and posted on LinkedIn.
- An information session is scheduled to detail the internship program and hiring process for candidates.

2. Selection

- You are given 7 days to complete a Hackerrank test covering multiple topics. There are mandatory sections such as Problem Solving, Algorithms, Data Structure, Aptitude; and optional sections such as DevOps and Machine Learning.
- If you pass the test and show no signs of plagiarism, you will proceed to a prescreening call.

3. Prescreening Call

- You are scheduled for a 30-minute Zoom prescreening call with the recruiter.
- The call aims to identify:
 1. If you are fit for the internship.
 2. Your english proficiency & communication skills.
 3. Your technical area of interest
- Successful candidates are then scheduled for a technical interview.

4. Technical Interview

- The 1-hour Zoom technical interview is based on your skills and available internship topics.
- You can be either accepted, moved to the offer stage; or rejected and notified via email.
- If the interviewer deems that you need a second interview in a different skill, coordinators will reach out to you to schedule the interview.

5. Topic Matching:

- Once you are accepted, you will be matched to an available internship topic based on your required skills.
- You will receive an acceptance email with the topic details from the recruiter to apply on the portal and the desired start date.

6. Offer

- Once you apply you will be moved to the offer stage.
- You will receive an email when the offer is approved, you will be able to accept it and the pre-onboarding process starts.

7. Pre-onboarding:

- You will be contacted by the onboarding team to fill out DocuSign and submit the necessary documents as soft copies.
- Pre-onboarding sessions with the details of the onboarding sessions will be scheduled prior to your start date.
- Some schools/universities require an internship form to be filled out to generate the school internship agreement, the form is filled out by the Oracle Morocco R&D Center team .
- A date is scheduled to meet the local HR to submit the hard copies version of the documents and school internship agreement.
- You will be receiving a welcome email with the agenda of the onboarding day and guidelines.

8. Onboarding:

The onboarding day goes following this schedule:

Day 1

- Start Check-in at Casablanca office - CasaNearshore Building 32
- MADC & PFE2025 introduction
- Coffee break
- HR induction
- Security presentation
- Lunch Break
- Laptop setup presentation
- Documents' collection
- Hands-on: Set up your Laptop and activate your accounts

Day 2

- Knowledge-sharing session: Best practices Slack, Confluence, Outlook, etc.
- Facilities Best practice: Meeting rooms, Emergency POC, Safety & Evacuation
- Ice Breaker
- Know your Desk & Office tour & Etiquette

Points of contact & Scope

Name	E-mail	Scope
Oracle Talent Advisory	<u>madc_ma@oracle.com</u>	<ul style="list-style-type: none">• Online Technical Assessment• Behavioral Interview
Scheduling Team	<u>madc-scheduling_mb@oracle.com</u>	<ul style="list-style-type: none">• Technical Interview Scheduling



Welcome to our office!

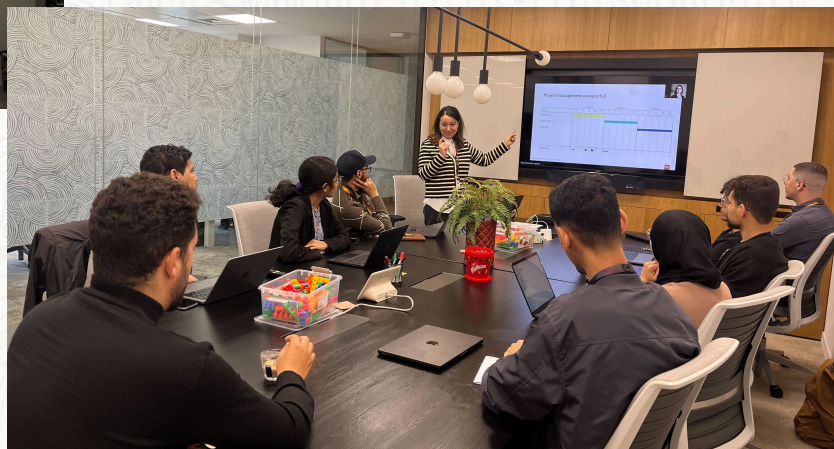
Address: Casa Nearshore, 1100, Bd Al Qods | Shore 32 | Sidi Maarouf, Casablanca, Morocco

Useful links

[Oracle Morocco R&D Center Landing Page](#)

[▶ A Day at the Oracle Morocco R&D Center](#)

[▶ Oracle Morocco R&D Center: Who We Are](#)



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