

Andersen Trainee Program



The Andersen Trainee Program is an opportunity to start a career in IT under the guidance of professionals, in an environment where development and growth are part of the culture.

We invite those who are ready to learn, think systematically, and act with purpose. Each trainee follows a personalized learning track, which is built individually based on their starting knowledge, goals, and learning pace, with constant mentorship from an experienced specialist. Thus, your growth and development become our shared priority from day one.

Stages of the Selection Process

1 Application Submission

- 🕒 10–20 minutes
- 📅 1–3 business days

2 English Assessment

- 🕒 30–60 minutes
- 📅 3–5 business days

3 HR Interview + Hard & Soft Skills Introduction

- 🕒 45–60 minutes
- 📅 3–7 business days

4 Technical Assessment

- 🕒 • Portfolio: 5–10 minutes
- Test task: 2–8 hours
- Online testing: 60–120 minutes
- 📅 1–2 weeks

5 Technical Interview

- 🕒 45–90 minutes
- 📅 3–7 business days

6 Final Offer

- 🕒 15–30 minutes
- 📅 1–3 business days

Each area is an opportunity to build an individual growth trajectory within an international company.

.NET · Android · System Analysis · Business Analysis · Data Platform · Ux/UI Design · Graphic Design · Golang · iOS · Java · Java Script · PHP · Python · DevOps · QA · AQA

Professional Growth Within Andersen

