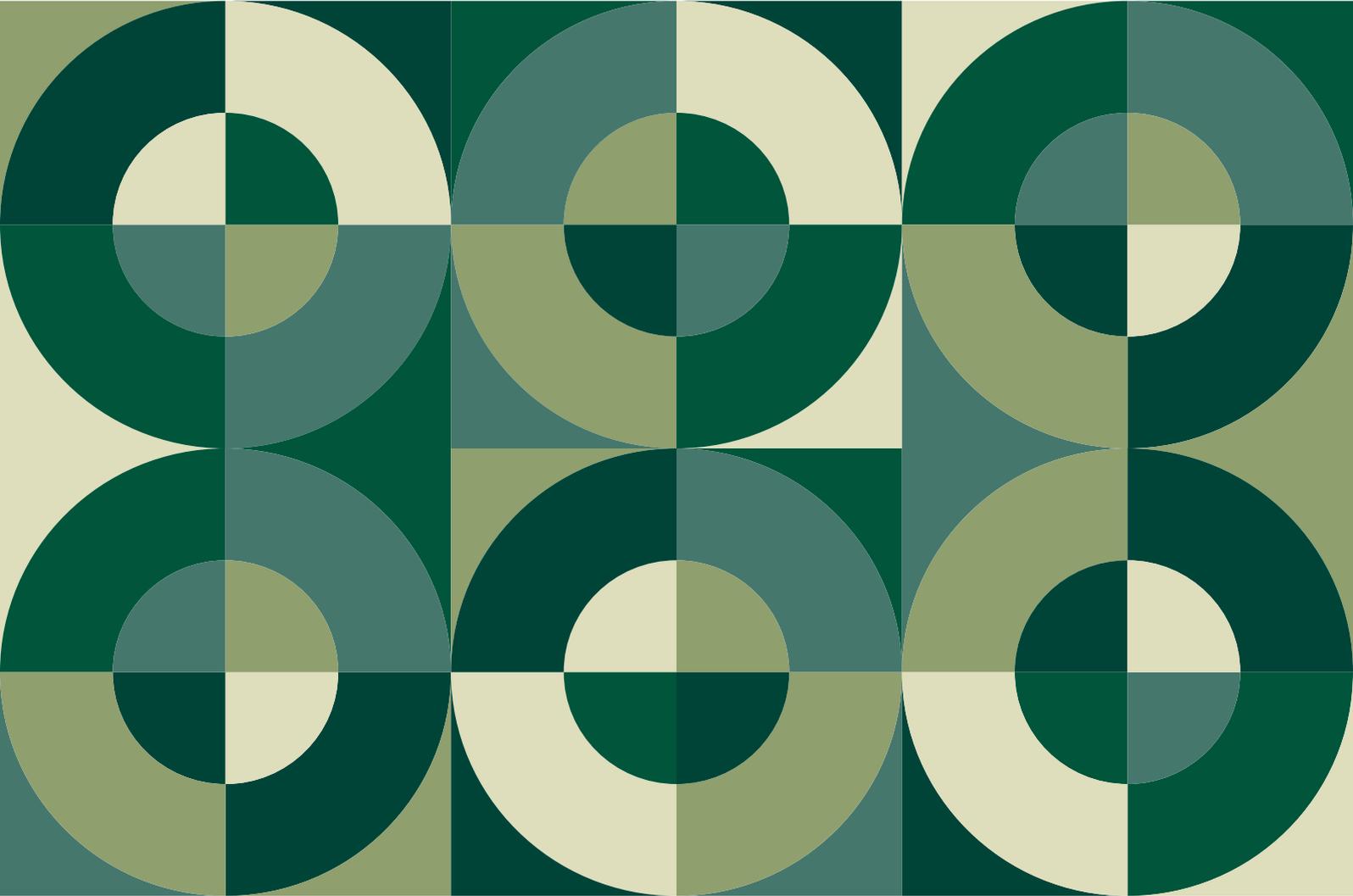


# Invictus Corporation



*This page is intentionally left blank.*

© INVICTUS CORPORATION B.V.

No part of this work may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, microfilming, recording or otherwise, without written permission from the Publisher, with the exception of any material supplied specifically for the purpose of being entered and executed on a computer system, for exclusive use by the purchaser of the work. The use of general descriptive names, registered names, trademarks, service marks, etc. in this publication does not imply, even in the absence of a specific statement, that such names are exempt from the relevant protective laws and regulations and therefore free for general use.

Produced, published and distributed by INVICTUS CORPORATION B.V., The Hague, The Netherlands

Website: <https://invictuscorp.org/>

The registered company address is: New World Campus, Spaarneplein 2, 2515 VK The Hague, The Netherlands







# CONTENT



**“Opportunities don’t happen.  
You create them.”**

- Chris Grosser



# OVERVIEW

---

The Invictus Corporation's Internship Programme offers a wide range of unique opportunities for students in their final years, recent Graduates, and postgraduate students to work in a challenging and professional work environment while enriching their knowledge and experience within different fields of policy, law, and security as well as other organisation units.

We would like to take this opportunity to highlight a few key aspects of our internship programme:

## Project Work and Experiential Learning

In line with our ethos, we follow a personalised approach to learning and professional development. Rather than guiding our interns by only transmitting knowledge, we follow an unconventional mix of transformational teaching and experiential learning model. We want our team members to view learning as a continuous process, while enabling them to take initiative, make decisions, and be accountable for their results.

The mentor and mentee may experience success, failure, uncertainty, and adventure because the outcomes cannot be predicted. As such, experiential learning enables us to build and foster a positive environment where failure is not looked at as the end but rather as a stepping stone in the learning process.

## Professional Development

The internship aims to provide students with the opportunity to gain meaningful work experience with the objective to expand their professional, academic, and personal learning. Moreover, interns can gain exposure to and insights into working in an international environment as well as the chance to build valuable professional networks.

In addition to the practical work experience, Invictus Corporation regularly organises

workshops that focus on various soft and hard skills. The following is a non-exhaustive list of the types of workshops we organise for skill development:

- Research (duration 6-7 weeks);
- Open Source Intelligence (duration 4-6 weeks);
- Communications and Stakeholder Management (duration 3-4 weeks);
- Graphic Designing and Data Visualisation (duration 3-4 weeks).

## Research Internship for Graduate Thesis

As a research institute, we fully support interns if they wish to write their thesis for their Bachelor's or Master's programme with us, provided that the area of interest falls within the organisation's Strategic Research Agenda.

In practice, the intern must not only further the academia through their dissertation but also enable Invictus in answering key policy-related questions. Students who wish to make use of this opportunity can also apply for an exemption from regular work activities to focus on their research and key deliverables.

## Mentorship

All of our interns are assigned a mentor who not only shares their workplace skills and knowledge as a role model but also guides the student on the underlying subject matter. The mentorship focuses on 1:1 interactions with the mentees to provide hands-on learning based on the students' career interest. Holistically, the mentorship serves as a bridge between academic courses and workplace requirements. It also provides the mentee with a platform for advice, direction, and guidance from experienced professionals. The mentor not only instructs, critiques, and challenges the student to perform well but also helps them build leadership skills, a positive self-image, and self-confidence.





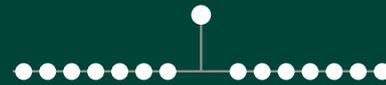
## INTERNSHIP DETAILS

We place great importance on finding and hiring talented individuals and innovators, and provide them with an inspiring, collaborative, and exciting intellectual environment. We provide our team with limitless opportunities for professional growth by undertaking challenging yet rewarding assignments. As such, one of the core tenets of the Invictus Corporation's Founder is enabling and empowering every member of Invictus to steer the company towards opportunities and away from risks.

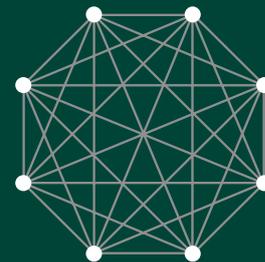
### Responsibility

We have taken our time to create an inspiring, collaborative, and exciting intellectual environment and find some of the most intelligent, innovative, and talented people. Asking them to simply follow instructions and do what they are told will destroy ninety-nine percent of their value. As such, to maintain an environment where these talented individuals flourish, we have adopted a flat organisational structure.

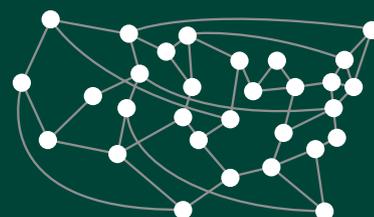
### ORGANISATIONAL CHART AS ENVISIONED BY EMPLOYEES



Diag. 1



Diag. 2



Diag. 3



This is our way to say that “*Invictus is as much yours as it ours*”. We empower our interns to undertake new projects, engage stakeholders, and deliver high-quality products and services to them. We are not an organisation that simply takes in requirements and delivers what it is asked - we think along with our stakeholders, and challenge each other to deliver the best possible end product.

Since this places a lot of responsibility on an intern, we take our time to go through every single application to the best of our ability. In our selection criteria, we look beyond their talent, and ask ourselves if they would be able to run this organisation.

## Requirements

At the Invictus Corporation, we nurture raw talent, enable our team members to capitalise on a wide variety of opportunities, and support them to be the best they can be. In future members (and applicants), above all else, we look for honesty, integrity, altruism, professionalism, willingness to undertake challenges, and the drive to learn and grow. With regards to skills and competences, the position announcements outline the core

competencies required and an overview of the workload for that position. It should be noted that we select candidates based on not only these values and skills but also on their past experiences and future goals. Their ability and likelihood to fit in with the rest of the team is also an important criterion. We ultimately strive to make this a positive and fruitful experience for both the individual intern and the team at Invictus Corporation.

<b>Application time-frame</b>	3 – 6 weeks
<b>Nature of Internship</b>	Full-Time (Remote work possible)
<b>Language</b>	English
<b>Duration</b>	6 months
<b>Compensation</b>	Unpaid <sup>1</sup>
<b>Non-Disclosure Agreement</b>	Yes <sup>2</sup>
<b>Extension</b>	3 or 6 months
<b>Transition into FTEs</b>	Yes

<sup>1</sup> Interns are eligible for project-based compensation.

<sup>2</sup> Included as a part of the internship agreement.



# OVERVIEW OF APPLICATIONS AND SELECTION PROCESS



## Vacancy Announced

All our vacancies are advertised on the Invictus Corporation's Website and social media platforms. In addition, we share the internships with staff and student associations from Universities.



## Screening and Shortlisting

After the closing date, all applications are reviewed against job requirements specified, references are checked, and qualifications verified. Following this a number of candidates are short-listed for further assessment. Short-listed candidates are contacted by the selection committee, and invited to an interview.

START



## Applicants Apply

Applicants must apply before the closing date via our e-recruitment system on the Invictus Corporation Website. For closed calls, the announcements will specify the application process to be followed.



The overall selection process - from when a vacancy is announced to when an offer is made to the selected candidate takes between 3-4 weeks.



### Evaluation Process

Candidates are evaluated by means of a competency-based interview (conducted in-person or online). In addition, the selection committee looks for evidence to establish traits such as but not limited to honesty, integrity, altruism, professionalism, willingness to undertake challenges and a drive to learn and grow.



### Candidates Notified

Following the decision the selected candidate is notified and provided with an offer of employment. Other interviewed candidates who are not selected are also notified. If they were found suitable, they may be contacted to see if they would like to be placed on the roster for future openings of the same vacancy.



END



### Selection and Approval

Candidate evaluations are concluded, and a selection report, together with a hiring recommendation, is drafted and reviewed by the selection committee before submission to the Chairman for a decision.



# DIVERSITY

Our team consists of over 15 different nationalities, representing a diversity in ideological outlooks, work experience, and socio-ethnic backgrounds. By investing in and developing our most important asset, our team, we aim to not only achieve our goals but also exceed our stakeholders' expectations.



<b>Netherlands</b>	France	Italy	Nigeria	Poland	United States of America
Azerbaijan	Greece	Kenya	Norway	Romania	United Kingdom
Canada	India	Lithuania	Paraguay	Russia	Venezuela

# INSTITUTIONS REPRESENTED

Since the establishment of the internship programme, we have had the pleasure to work with students from various universities. The following are some of the universities represented by our current or previous batch of interns:



# CONTACT US

---

## Company Information

**Name:** Invictus Corporation B.V.

**Address:** Invictus Corporation BV,  
Spaarneplein 2, 2515 VK, The Hague,  
Zuid-Holland, The Netherlands

**Chamber of Commerce:** 78293782 (NL)

**Office Hours:** 8:30 AM – 6:30 PM, Mon - Fri

**Email:** [info@invictuscorp.org](mailto:info@invictuscorp.org)

## Media & Communications

**Name:** Ms. Simran Valeccha

**Role:** PR and Communications Manager

**Email:** [s.valeccha@invictuscorp.org](mailto:s.valeccha@invictuscorp.org)

## Research and Partnerships

**Name:** Mr. Ajatshatru Bhattacharya

**Role:** Chairman

**Email:** [a.bhattacharya@invictuscorp.org](mailto:a.bhattacharya@invictuscorp.org)





