
Full-stack development intern

Date approved:	8 October 2025, Global Lead Digital Programmes Systems
Reports to:	<i>Global Digital Program Manager - Digital Community Hubs</i>
Technical line to:	Full-Stack Developer
Duty Station:	<i>Oslo</i>
Project number:	<i>NOFY2435</i>
Contract type:	<i>Internship</i>
Duration:	<i>5 (3-5 days a week)</i>

All NRC employees are expected to work in accordance with the organisation's values. To be **dedicated, innovative, inclusive** and **accountable** are attitudes and beliefs that shall guide our actions and relationships. NRC has a commitment to safety and wellbeing and together we build a positive working culture to feel valued, empowered, supported, safe and have a sense of belonging. NRC does not tolerate employees exploiting or abusing people and has zero tolerance to inaction.

Background

The Digital Community Hubs team is on the forefront of NRC's innovation, striving to make our digital engagement products more engaging, seamlessly available, easy to use and secure for the world's most vulnerable populations. This role will focus on key digital communication product line: Reach, which is a part of Digital Community Hubs (DCH) and will manage scaling opportunities at Country Offices, to provide digital mass-messaging services.

Roles and responsibilities

This role will support the development, implementation plans, and integration of systems across all core competencies of the organization, fostering further innovation in this space. The DCH supports multiple stakeholders in various capacities including field offices, service and connectivity providers, project management, proof of concept testing, field beta testing and ultimately ensures scaling and delivery. Prior experience in high-performing teams that have implemented digital solutions as well as mobile solutions in large operations is strongly preferred.

Generic Responsibilities

1. Revamping and integrating DCH's mass-messaging tool REACH into the latest version.
2. Focus on ensuring that NRC's digital communication and engagement tools are:
 - tailored and sufficient to the needs of the people NRC is working with
 - providing the channels for their voices to be heard
 - helping NRC deliver assistance efficiently
3. Collaborate with field offices, third-party service providers, and internal technical teams to enhance system interoperability, data flow, and integration with other NRC digital platforms.
4. Partner with cross-functional teams (engineering, UX/UI, data, and product management) to define technical requirements, design architecture improvements, and deploy new features.
5. Support the Product Owner in implementing digital engagement strategies through structured delivery plans, backlog prioritization, and continuous optimization of user journeys.
6. Develop clean, maintainable, and well-documented code following best practices in testing, version control, and CI/CD.

7. Proactively identify and implement technical innovations to strengthen engagement, data-driven communication, and automation capabilities.
 8. Ensure full compliance with NRC's IT governance, data protection, and software development policies and standards.
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Specific responsibilities:

- Collaborate with external humanitarian agencies as and when partnerships are set up
 - Any other tasks as delegated by the line manager
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Critical interfaces

- ICT and Global programs section
 - Country offices
 - External vendors
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Generic professional competencies

- Actively pursuing an undergraduate or graduate degree in Software Development, Software Engineering, Computer Science, or a closely related technical field.
 - Experience with web development environments, with a focus on programming languages such as TypeScript and Node.js.
 - Familiarity with Microsoft Azure cloud services, including basic cloud infrastructure, deployment processes, and service management.
 - Knowledge of relational databases (e.g., MySQL, PostgreSQL) and NoSQL databases, with a foundational understanding of how data is structured, stored, and retrieved.
 - Eager to expand knowledge and skills in both technical areas (such as coding languages, visualization tools, and cloud technologies) and non-technical areas (such as product management methodologies, human-centred design, and user experience principles).
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Context related skills, knowledge and experience (Desirable)

- Exa Speaks French, Spanish or Arabic
 - Power BI experience
 - Experience in mobile and digital solutions
 - Experience using Twilio product
 - Prior humanitarian or international development experience
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Behavioural competencies

- Handling insecure environment
 - Planning and delivering results
 - Working with people
 - Analysing
 - Communication with impact and respect
 - Coping with change
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