

**XPD – Experience & Professional Development**

**Micro-Internships for Software Engineers**

We've identified the most common responsibilities outlined in software engineer job descriptions:

- Execute full software development life cycle (SDLC)
- Develop flow charts, layouts and documentation to identify requirements and solutions
- Write well-designed, testable code
- Deploy programs and evaluate user feedback
- Comply with project plans and industry standards
- Collaborate with business lines to understand user needs

While these are specific responsibilities, what's missing are the skills required to successfully execute them, which is especially important for entry-level hires who don't have the professional track record. To help, we've worked with human capital leaders and sales executives to identify these core skills, and map them to the typical responsibilities.



Skills listed below could be used as "qualifications" or requirements as you complete the [Micro-Internship Form](#).

DESCRIPTION	SKILLS	
Execute full software development life cycle (SDLC)	Grit/Drive	Execution
Develop flow charts, layouts and documentation to identify requirements and solutions	Problem Solving	Analytical mindset
Write well-designed, testable code	Creativity	Strategic thinking
Deploy programs and evaluate user feedback	Communication	Presentation
Comply with project plans and industry standards	Attention to detail	Organized
Collaborate with business lines to understand user needs	Team player	Empathy

SAMPLE PROJECTS	
Quality Testing	We would like you to do quality control testing on our website. The specific areas will be provided. Please document the process you used to complete the quality testing along with your findings.
Web Updates	We would like for you to make updates to our current site. We will provide the specific areas of the site that need updating - specifics include stylistic, image and content updates.
Query Revision	We have provided several existing queries for our database. We would like for you to revise these queries to make them more efficient.