Internship in Greenville, SC, USA

Sep 2017 - April 2018
In-tech Automotive Engineering, LLC
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History
- Founded as a student-led startup in Munich in 2002: In-tech GmbH (parent company)
- 2 Founders, 2 engineers, still lead the company - started their company in their children’s room
- Started in the US in 2013

Facts
- Engineering company specialized in testing and validation for the automotive industry
  - Electrical & Mechanical Testing & Validation of prototypes
  - Software Development (Smart Car, Industry 4.0)
- More than 1300 employees internationally
- More than 200 employees in the US
- Operate in 7 different countries
- Locations in the US: Greer (headquarter), New Jersey, Colorado, California, Pennsylvania
- Customers: OEMs; especially BMW

Larissa Raders
Internship in SC
Headquarter in Greer

- Office is 10 minutes from the BMW plant
- Backoffice team size: 14 members
- Most employees work directly at the BMW plant at in-tech zones; employees work close together with the BMW employees
- 15 minutes from Greenville downtown with beautiful landscapes
- State SC: nice weather, nice people, but very religious and calm state and no public transportation systems; no buses, no trains etc. -> you can’t live without a car
Why I love to work for in-tech

• Great team spirit; because the company was founded as a student-led start-up it is like a family atmosphere, in Germany as well as internationally which is supported by monthly team activities paid by the company like white water rafting, bowling etc.

• Most important for selecting a new employee is the personality and the motivation - missing qualifications can always be trained

• At-intech it is one big team; there is no hierarchy - from management till intern; everyone helps everyone else and you talk with the founders as it would be your friend - always using nicknames

• The fact that they operate in 7 countries offers the opportunity to work internationally

• Supporting work-life balance what gives especially women the opportunity to combine family and a career

• Colleagues are becoming friends because you meet them for after work-events and have regularly the best office parties directly in the company
My Internship

- 09/25/2017 to 02/16/2018
- Department: Recruiting and Project Management
- Recruiting Team: 3 members
  - HR-Manager
  - 1 Recruiting Manager
  - One intern
  - Future: further Recruiting Manager(s)
My Internship

- Tasks
  - Initial Screening of resumes
  - First contact with the applicants; scheduling of interviews by phone calls, Emails
  - Conducting interviews with national and international applicants in English
  - Salary research
  - Creation of profiles for BMW
  - Active Sourcing by using Social Media Platforms like LinkedIn and Facebook
  - Preparation and participation of recruiting fairs (Clemson University, Columbia)
Challenges

- Never been in the US before, completely new culture
- Language difficulties, especially in understanding the Southern Accent from people living in the south of North-America (SC, NC, Florida etc)
- Never conducted interviews before also not in German -> high responsibility right from the beginning in selecting the right applicants, assess the applicant during the interviews, recommending the best fitting candidates for the 2nd round of interviews with the HR-Manager and the teamlead
- Missing Family and friends; nobody visited me in the US due to very expensive flights and time problems
Personal Development

- Did a voluntarily internship at in-tech GmbH in Garching for 3 months (Jan - Apr 2018) & directly applied for the US-internship when I found out about that
- Got used to the German processes and procedures e.g. working with the German HR-Software during my first internship, so that I could start working in my US-internship right from the beginning
- Conducting interviews in English and being in daily contact with american colleagues improved my language skills a lot
- Developed my own style of conduting interviews
- Got used to the US and especially Southern Culture
- Made friendships with Americans
Exploring the culture & the country

Culture

• Food: Sweet Ice Tea, Burgers and fries (I think I had more burgers in the US than I had before in my whole life), American breakfast with pancakes, eggs and bacon
• Typical Restaurants: 5 Guys, Melting Pot, Cheesecake Factory etc.
• Sport Events: Football; SuperBowl, Ice-Hockey

Country: Trips to

• NYC, Washington, Boston, Savannah, Nashville → weekend trips
• Canada: Toronto, Montreal, Quebec, Niagra Falls, etc. → Christmas vacation (2 weeks)

Selfmade Thanksgiving-Dinner with Friends: Turkey, Sweet potatoes, sweet potatoes, beans, caserole, Cranberry Sauce etc.
Trips - Washington DC
Trips - Canada
(up to minus 30 degrees at the day)
Trips - Canada
Trips - Nashville

Larissa Raders

4/17/18
Last but not Least

“It was my first time in the US. I already gained international experience before: 4 week-internship in Great Britain, 6 months semester abroad in Spain. This was the reason why I wanted to gain international work experience and due to my international studies. It was not always easy due to language difficulties, cultural differences, the aspect of missing friends and family, but like the other international experience before, it was such a great experience for me!

You cannot learn the language better and easier than in the native-speaking country.

Getting in contact from people around the world is so interesting and valuable.

You do not only develop intercultural competences and improve your language skills - spending time abroad helps you to learn a lot about yourself and shape your personality a lot!

Due to spending time abroad I have become even more open-minded, love even more to get in contact from people of completely different cultures and you have a better understanding how it is to be a foreigner in another country, because then you are a foreigner!
Last but not Least

(...)

Living and working in another country is completely different than going on vacation for a couple of days. It is much more valuable if you are really interested in getting to know other cultures!

I love the people I work with and am proud to wear our in-tech shirt to show that I am a member of this great team.

I am very happy and thankful that I got the opportunity to gain such great international work experience.

Larissa Raders

Internship in SC

4/17/18
"Greenville- in-tech place where dreams can come true...

Now my dreams have become come true!

Thanks to everyone who has supported me in doing this internship!!

It all has become real."

THANKS 😊