



## FAQ | Delivery Hero Tech Academy

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### What is the program?

#### What is the Delivery Hero Tech Academy?

The Delivery Hero Tech Academy ("DHTA") aims to increase diversity and inclusion in the tech industry. Together with the [Digital Career Institute](#) ("DCI"), we have partnered up to develop a training program for individuals to launch their career in tech as an engineer. The program is fully funded by Delivery Hero and equips students with relevant knowledge and experience to start a career as a junior engineer at Delivery Hero.

#### How is the Delivery Hero Tech Academy funded?

Delivery Hero is funding 100% of the program. This means Delivery Hero will cover the costs of the student's tuition, provide equipment to the students while they are enrolled in the Delivery Hero Tech Academy, and also provide a salary through the duration of the program to make it more accessible to those either unemployed or unable to study without support.

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### Who is eligible to apply?

#### Who is eligible to apply to the Delivery Hero Tech Academy?

Everyone is welcome to apply as long as you have little personal experience to no experience in Tech/coding and are living in Berlin, no matter your background or professional experience. We strongly encourage diverse and underrepresented groups to apply.

#### Do I need to live in Germany to participate in the Delivery Hero Tech Academy program?

Yes, all participants need to be currently residing in Berlin, Germany to be eligible to participate.

#### Do I need a visa or work permit to participate in the Delivery Hero Tech Academy program?

Yes, a work permit will be needed for non-EU citizens. Our Global Mobility team can support students through this process.

#### Can I apply to the program even if I am already employed?

Yes, anyone who has no previous software engineering experience and is motivated to change careers is welcome to apply. Please ensure that when you apply to the program, you have factored in the relevant notice period you may need to give to your employer in order to participate.



### **Can current or former Delivery Hero employees apply to the program?**

Yes. If you are currently employed with Delivery Hero you will need to resign from your current contract. Please get in touch with your manager and people partner to discuss the notice period and how best to manage this transition.

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### **How long is the program?**

#### **How long is the Delivery Hero Tech Academy program?**

In total, the program is 9.5 months long and split into two parts. The study portion of the program will last 7.5 months, which will cover either java or python. Each week will consist of 34 teaching hours (each teaching hour is 45 minutes) and be a mixture of six or eight hour days, including breaks For the final two months of the program, students will undertake a full-time trial period with Delivery Hero.

#### **What will a typical week look like in the program?**

The schedule two days a week will be from 9:00 to 14:30 and the other three days will be from 9:00 to 16:15. The schedule will include a mix of classroom learning, group exercise and independent learning - allowing students flexibility to learn in a way that suits them. There will also be regular breaks throughout the day.

#### **Will there be vacation time during the program?**

Participants will be entitled to 20 vacation days. 15 of those days will be taken during the three weeks of planned vacation during the study period during the Autumn break and December holiday period.. The additional five days can be taken at the discretion of the student and/or their manager should these be taken during their trial period.

#### **Will there be a probation period for this program?**

There will be a standard three month probation period for students. This probation period will begin on August 9th, 2021.

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### **What will I learn?**

#### **What curriculum will be taught at the Delivery Hero Tech Academy?**

Students can choose between studying Java or Python. Both are programming languages used at Delivery Hero for backend development. The course will prepare students with relevant skills to potentially become junior engineers.

#### **Will the Delivery Hero Tech Academy also have a curriculum focused on soft skills?**

Yes, the following modules will also be included in the curriculum: growth mindset, cultural differences in business meetings, communication and feedback, presentation skills, and basic time and priority management. Additionally, students will attend six ask me anything sessions with department heads of Delivery Hero to learn more about the company and operations.

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### **Benefits of participating?**

#### **What are the benefits of participating in the Delivery Hero Tech Academy?**



The Delivery Hero Tech Academy provides a unique opportunity to learn technical skills without the financial burden of studying, as all the costs will be covered by Delivery Hero. The program also provides a clear path to a career in tech with a guaranteed two month trial period at Delivery Hero. Having these skills will provide a solid foundation for a career in a highly profitable sector.

### **Are there additional benefits that support mental and physical well being during the program?**

Yes. As all participants will be employed with Delivery Hero during the program and will have access to all employee benefits such as accessing the employee assistance hotline, Headspace, Urbansports club, Swapfiets and more.

### **Will participants of the Delivery Hero Tech Academy receive mentorship from current employees?**

Yes, participants will have opportunities to be mentored by engineers in our tech teams.

### **Will participants of the Delivery Hero Tech Academy receive funding during the study portion of the program?**

Yes, participants will receive a salary while they study to ensure the program is accessible to everyone.

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## **How to apply?**

### **How do I apply to the Delivery Hero Tech Academy?**

To apply to the Delivery Hero Tech Academy you can follow [this link](#) to our career page. All information regarding the selection process is available there.

### **How will you select participants for the Delivery Hero Tech Academy program?**

The selection process is composed of five steps, assessing different set of hard and soft skills:

1. Motivation letter  
The application has to demonstrate their passion for tech/coding. The hiring team expects a motivation letter written in English, where the applicant expectations and motivation are clearly explained.
2. Logical and analytical skills assessment (reviewed by DH & DCI)  
All applicants will receive a link to complete a logical and analytical test, in the form of a virtual game. A detailed report will be sent through Workday to the panel. The applicant also receives a report explaining their strengths and areas of development, assuring a great experience for candidates no matter the outcome of the panel decision.
3. Technical interview (DH engineers & DCI teachers)  
The technical interview will take between 45 minutes up to one hour. The technical interviewer will cover basic coding problems the applicant has to prepare prior to the call. All material to help the students to succeed will be provided on the landing page of the career website, giving enough information and time to prepare. This step will be mainly focusing on technical skills. You can access this coding course to prepare for the interview [here](#).



4. **Motivation interview** (DCI)  
DCI teachers will use their expertise to assess the applicant's motivation during a video 30-45 minute call, where the candidate has to demonstrate their motivation to join the program and start a career in Tech. This step will mainly focus on soft skills.
5. **Value based interview** (DH)  
The Tech and Product Recruitment Squad will interview all candidates that have passed the technical interview. They will assess if the candidates are a culture add during a 30-45minute call. It is also the perfect opportunity for applicants to ask any remaining questions they have. This step will be mainly focusing on cultural skills.

#### **How long does the motivational letter need to be?**

There is no standard size - this will be used just to assess your interest in the program and to better understand your career goals. We advise applicants to keep it under two pages.

#### **How long does the application process take?**

The application process takes two to four weeks to move successfully through all stages. The speed of the process also depends on how quickly you submit the first skills assessment.

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### **Other**

#### **Will graduates be hired by Delivery Hero if they successfully complete the program?**

After a student successfully completes the 7.5 month program - they will be offered a two month trial period with Delivery Hero in one of our tech teams. Based on their performance, a student may then be offered a full-time position in one of our teams.

#### **How will participants' success be evaluated during the program and trial period?**

Students will be evaluated on both hard and soft skills on a monthly basis by DCI teachers, based on the Delivery Hero evaluation framework. The hard skills will relate to the programming language selected (Java or Python) and be related to the context of preparing students as entry level software engineers at Delivery Hero. Additionally, students will be evaluated on their attendance and final project.

#### **Is the Delivery Hero Tech Academy virtual?**

The Delivery Hero Tech Academy has been designed to take place 100% virtually due to the COVID-19 pandemic. Depending on how the situation progresses in the coming months, there may be opportunities for some lectures to occur in person, although we currently do not foresee this being a likely option.

#### **Will graduates receive a certificate after the program is completed?**

There is an opportunity for students to test for a Java or Python certificate after spending 7.5 months in the program (before the final two-month internship). However, this is not mandatory. While each course gives students the necessary knowledge to successfully get the certificate, training specifically for the certificate will not be part of the program. Therefore, it is up to the discretion of the student to spend extra time, if they wish, to study for the certification. The cost of the certification will be covered by the educational and learning budget allocated to DH interns after being on contract for six months.

#### **Will Delivery Hero supply my equipment or do I need to provide my own?**



Delivery Hero will provide students with a laptop, access to necessary tools, as well as a 600€ bonus in the first month to support students in setting up their home office.

**Can participants work another job during the program?**

This depends on the situation of the participant and the contract they sign and can be discussed if an applicant is successful. However, please note the program is minimum 34 hours a week, which would limit how many additional hours an individual could work in a secondary or mini job. Regardless, our HR operations team is ready to help and deliver solutions!

**Who can I contact if I have additional questions?**

You can contact the project team at [dhtechacademy@deliveryhero.com](mailto:dhtechacademy@deliveryhero.com).

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