

Microsoft EMEA University Recruiting - Engineering Opportunities - Estonia 2022-2023



Thank you for your interest in learning more about career opportunities with Microsoft! This page will help you navigate the recruiting process for our internships and full time graduate roles.

Mission and Culture



Microsoft's Mission: Empower every person and every organization on the planet to achieve more.

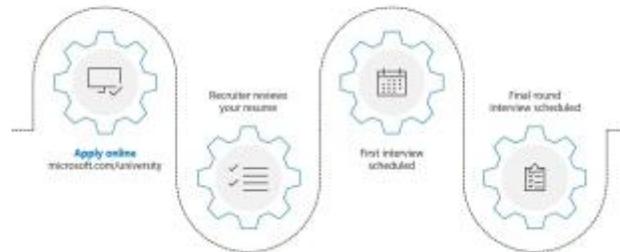
Learn more about our culture at: [Microsoft Culture](#) and [Microsoft Life](#)



Application and Interview Process

Our recruiting process for software opportunities in Tallinn, Estonia the consists of two main rounds of interviews.

Rolling application process: August-Spring



Applications open in August and will remain open until all roles are filled. Summer internship often spots fill up in the fall and full time opportunities fill up in the winter, so make sure you apply as soon as you can - don't delay! During our recruiting timeframe, our recruiters are actively reviewing applications each week.

Step 1: Start by applying online at [Microsoft Careers](#).

Step 2: Those who are selected to move forward will be invited to a 30 minute first round interview.

Step 3: Those who are selected to move forward will be invited to a half-day final round interview.

Note: If you are interested in applying to our [Inclusive Hiring Program](#), please apply here: [Apply - Microsoft Inclusive Hiring](#)

All interviews this school year are virtual! They will be conducted via phone, Microsoft Teams, or Codility. Your interview scheduler will let you know the exact format.

First Round Interviews - The 30 Minute Technical Screen

Behavioral AND Technical

- Run by a recruiter OR engineer
- Prepare for a coding question or problem solving question PLUS soft skills questions
- Typically 3-7 days' notice to prepare

- Interviews are hosted throughout the entire recruiting timeframe, however, the majority of our first-round interviews will be completed between August-October.
- You will be notified of your result within 2-3 weeks post-interview

Final Round Interviews - The Half-Day Event

Behavioral AND Technical

- Multiple 1:1 meetings with Microsoft engineers
- 3 interviews, 45-min each
- Prepare for multiple types of coding questions PLUS soft skills questions
- You will typically have about 1-2 weeks' notice to prepare
- You will be notified of your result (whether you will be receiving an offer), within 1-2 weeks post-interview

Current Opportunities

Be sure to check out www.microsoft.com/university to learn about all our open roles

Internship Opportunities

Internship overview:

- The internship is designed to provide a chance to do impactful work, learn and grow, and experience our culture
- Our internship benefits provide a best-in-class experience with competitive pay, relocation benefits, and many other perks!
- Internships are typically 12 weeks
- Many of our internship opportunities are designed to convert into full-time roles, when available

Full-time Opportunities

*When you join Microsoft as a full-time employee you will also join our onboarding experience, known as **Aspire.***

The [Aspire experience](#) is designed to equip, develop, and empower our next generation of talent. As part of the two-year experience, new employees gain the knowledge, tools, habits, and connections to thrive at Microsoft.

Aspire is for...

Building networks: Encourage new hires to build their community and lasting relationships.

Accelerating growth: Help new hires thrive—in life and at work.

Discovering opportunity: Help our new employees make the most of everything that Microsoft has to offer. Enable them to explore opportunities both inside and outside the organization and build a career.

Full-time Eligibility:

- On-track to complete or graduating in 12-months with a Bachelor's or Master's Degree

Start dates vary depending on the team and role. Recent grads typically start within a few months post-graduation.



Microsoft Estonia

Imagine yourself living in a society where your input is valued and all your out-of-the-box ideas truly cherished. Imagine living in a clean, safe and tech-savvy country together with the best and brightest talent who value innovation and forward-looking ideas. Microsoft's development center in one of the hottest tech hubs in the region is a perfect place to experience innovation and exciting challenges at global scale!



At the Microsoft Development Center here in Estonia, there are tens of teams and interesting challenges, ranging from delivering high-quality calls and messages across the world, to engineering and testing tools. Even though the scale is huge, we believe in microservices, DevOps, agility and innovation. We empower teams with creative freedom, accountability and responsibility. The main focus is on Azure based backend services to power our Intelligent Conversation and Communication Cloud, which is used for Skype, Skype for Business, Microsoft Teams and other Office365 products. We are also combating fraud, working on payments, paid calling and SMS products. Data and machine learning is used to ensure that every message and call makes the next one better.

We are looking for software engineers with an insatiable passion for technology, constant intellectual curiosity and willingness to learn, the ability to communicate well in a team environment, a desire to make our team and the product better and, of course, the ability to deliver the right results at the right time.

Our Story



Our story in Estonia began when Skype, a voice over IP (VoIP) service, was first released in 2003 as a way to make free computer-to-computer calls or reduced-rate calls from a computer to telephones. Since 2011, Skype is a part of Microsoft.



- We have offices in Tallinn and Tartu.
- Approximately 400 employees, team members from more than 35 different countries.

- Microsoft offers a wide range of world-class benefits designed to help you and your family live life well (fitness benefits, health care, free Estonian language classes, help with relocation and extra benefits for the birth of a child/children, graduating from university and getting married).
- We have an active employee community with lots of cool events. There is also gym, sauna and free food at the office, just to name a few perks.

Take a tour at Tallinn office - [HERE](#)

To keep an eye on our Microsoft Estonia activities, people and news on our social media pages, please check out our:

[Facebook](#)

[Instagram](#)

[Youtube](#)

Microsoft Estonia- Our Teams

Microsoft IC3 Engineering Systems and Service Team

IC3 team is building the Intelligent Conversations & Communications Cloud (IC3) which powers communication services for millions of Microsoft customers around the world across products such as Skype, Skype for Business, Microsoft Teams, Xbox, Windows, Azure and more. Our IC3 platform is one of the largest Azure deployments worldwide and growing rapidly. Engineering Systems and Services team takes care of infrastructure for Build, Test, Customer Feedback, AI Models Management, etc.

If you are looking for the challenges in such domain as high-scale distributed systems, our team is definitely the right place for you!

Enterprise Cloud Team

More than ever before, cloud services are transforming the way the world does business. As you've probably heard, Microsoft is committed to being cloud-first, and with several multi-billion dollar services already serving the needs of individuals and organizations all over the globe, the opportunity to shape the future has never been greater!

Microsoft's Enterprise Cloud services are some of the most rapidly growing and strategically important segments in our company. The Office 365 Enterprise Cloud team runs a mission-critical cloud service for many of the largest organizations in the world, including many of the Fortune 500 companies as well as federal, state, and local government organizations. We provide a distributed, scalable, highly-reliable service for millions of people. As you might expect, customers of this nature have the highest expectations around enterprise features, regulatory compliance, reliability and availability and of course about the security of our service!

We are looking for a Software Engineer to help design and implement scenarios for our customers. You would receive significant mentoring and coaching as you help prioritize and unblock work for our big government sovereign environments.

"I was hired by Skype in 2009 and again in 2017 after an interval working in startup companies in Estonia. I am originally from Guatemala and have studied and worked in many other countries before coming to Estonia.

I respect Microsoft as its impact in the whole world is remarkable. What I have found inside the company is that I have had the opportunity to work with very smart people developing products that impact millions of people around the world. As a member of Microsoft, having access to the latest technologies, such as artificial intelligence or the Azure cloud platform, makes my job better and easier. I also am proud to have a network of colleagues that I interact with on a daily basis in several places in Europe and the United States."

Karim Heredia, Guatemala, Engineering Manager



Microsoft Estonia- Your Workplace



Microsoft Development Center Tallinn offers an enthusiastic, high paced work environment where you can impact millions of users around the world. We are open minded, diverse and work flexible hours. You can look forward to an attractive work environment, state of the art benefits and the latest

hardware and software in daily use. We subsidize food and beverages, public transport, gym, phone, broadband. Sports and gaming groups focus on your wellbeing. We are also focusing on your personal and professional development within MDCE and beyond.

Things we love at Microsoft's Tallinn office:

- Fridge packed with food and soft drinks, meals for free
- Cats, dogs and kids are welcome (no bugs allowed)
- Video Games (Wii and Xbox) and pool table
- Freezer full of ice-cream.
- Sauna where you can relax before, after or during a day's work
- Bike space, car parking as well as showers.
- It's close to the seaside, beaches and city centre
- Active employee community with lots of cool events

Beautiful Tallinn



What makes Estonia an attractive place for working and living? Find out [HERE](#)

Few basic facts about Tallinn

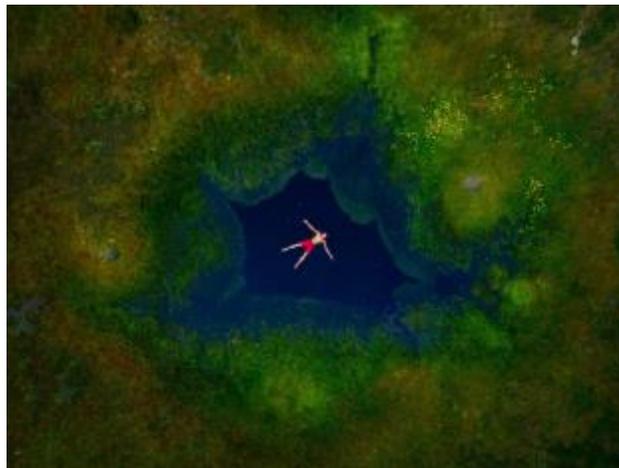
- **Tallinn** is the capital and largest city of Estonia.

- It is **situated** on the southern coast of the Gulf of Finland, in north-western Estonia.
- As of February 2019, the **population** of Tallinn is about **430,000 people**.
- The **name “Tallinn”** is actually derived from the Estonian words **“taani linnus,”** meaning **“Danish castle.”**
- **Tallinn’s Old Town** is one of the best-preserved medieval cities in Europe and is listed as a UNESCO World Heritage Site.
- The city is also **house the headquarters of the European Union’s IT agency**. Providing to the global cybersecurity it is the home to the NATO Cyber Defence Centre of Excellence. It is ranked as a **global city** and has been listed among the top 10 digital cities in the world

Tallinn is just an awesome place to work and live

To find more information about living and working in Estonia:

Information about living and working in Estonia



- [Living in Estonia](#)
- [Work in Estonia](#)
- [Cost of living in Estonia](#)
- [Estonian Education system](#)
- [Estonian Government Information Portal](#)
- [News and blog posts about Estonia](#)



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- [Microsoft company page on LinkedIn](#)
- [Microsoft University Recruiting Team LinkedIn Group](#)
- [Microsoft Intern Instagram](#)

Learn more about Microsoft:

- [Microsoft Culture](#)
- [Microsoft Life](#): Stories from across Microsoft featuring our people
- [Microsoft University Careers](#)

Apply Today!



www.microsoft.com/university

Note: If you are interested in applying to our [Inclusive Hiring Programme](http://microsoft.com/inclusivehiring), please apply here:
<http://microsoft.com/inclusivehiring>
