

Internship in People and Culture

Are you passionate about fostering engagement, development, and strong relationships in the workplace? Do you have a keen interest in organizational and employee development, cultural initiatives, digitalization and recruitment? Then you might be our new intern in People & Culture!

Turn theory into practice in a professional People & Culture team

As an intern in People & Culture, you'll join a dedicated team working on everything from recruitment and onboarding to employee development and engagement. You'll gain hands-on experience across a wide range of tasks and contribute to projects that have a genuine impact on the organization.

Your responsibilities may include:

- Assisting with recruitment processes (job postings, screening, interviews)
- Developing and digitalising internal People & Culture processes, such as recruitment and employee development
- Contributing to our employer branding efforts, including improvements to our career page
- Participating in onboarding/offboarding and setting up employees in the P&C system
- Hands on administration such as writing employment contracts and other documents

You'll be part of a small, committed team consisting of our People & Culture Director, People & Culture Partner, Office Manager, and our talented kitchen staff.

We operate from two locations – Everfuel Farm in Høgild and our office in Fredericia – and you're welcome to work from the location that suits you best.

We believe you learn the most when you work on something you're passionate about. That's why in addition to the task described above we will tailor the internship to your interests and support you in collecting data for a potential internship report. You'll be a natural part of our daily operations and take part in regular meetings, gaining insight into how a modern People & Culture department function.

Who are you?

We imagine that you're currently pursuing a relevant education in HR, psychology, communication, leadership, or a related field. Most importantly, you have a genuine interest in people, organizational development, and workplace culture. You have a digital mindset and will thrive in helping us digitalise our processes in our HR System Emplify and create excellent employee experiences.

You're structured, naturally curious, and thrive in collaborative environments. You communicate clearly – both verbally and in writing – in Danish and English. You also have the courage to take initiative and contribute your ideas when innovation and development are needed.

About Everfuel

Our values guide us in everything we do. They're the foundation for how we collaborate, grow, and drive change: *We transform together* — as a united community of developers and executors working to unlock the full potential of hydrogen. We are driven by *ambition* and a strong sense of *responsibility*, with a shared desire to make a positive difference for our colleagues and the world around us. Together, we create and deliver a sustainable impact that powers a fossil-free planet.

Everfuel supplies green hydrogen to large vehicle fleets such as buses, trucks, and taxis, as well as to industrial clients. Green hydrogen is a 100% clean fuel produced from renewable energy sources and plays a key role in solving Europe's climate challenges.

We're based at Everfuel Farm in Høgild near Herning and in Fredericia, where we've built Europe's largest electrolysis plant to date and established new, modern offices.

As an intern at Everfuel, we offer:

- A valuable internship with opportunities for professional and personal growth
- Insight into People & Culture strategies and daily operations in a modern organization
- Sparring and support from experienced colleagues
- An informal and inclusive work environment
- The opportunity to influence projects and initiatives

- Delicious paid lunch, fruit, and coffee/tea

Application and Contact

Please send your **motivated application**, CV, and documentation of your current education – preferably as soon as possible. We encourage everyone to apply regardless of gender, ethnicity, or religion. All applications are treated confidentially. The application deadline is November 15, and you will receive a response shortly thereafter. Interviews will be held on November 19.

Start date: January 2026

If you have any questions about the position, feel free to contact Majken Jeppesen or Gitte Graugaard via email at mje@everfuel.com / ggr@everfuel.com or by phone at +45 6183 0203 / +45 3068 7682.