



BeatQuantum Internship Policy

Remote, unpaid educational placements for UK-based students · 1 to 3 months

Effective from: 7 September 2026

BeatQuantum is a world leading Centre of Excellence in Applied Post Quantum Cryptography. We receive a large number of internship enquiries from students as well as universities. Although we are a startup, we offer a couple of places through the year as our contribution to the society. However, we are highly selective. This Internship Policy is published on our website and may be withdrawn or amended without notice.

1. Purpose

This policy sets out how BeatQuantum offers short, unpaid, remote educational internships. Placements give enrolled students structured learning, observation and skills development linked to their course. They are not jobs, and must not be used to replace paid staff or to cover core operational work.

2. Eligibility

A placement is offered only where all of the following are met:

The applicant is currently enrolled on a further or higher education course at a UK university or college.

The applicant is UK-based for the duration of the placement.

The applicant already has the legal right to live and study in the UK and to undertake the placement. BeatQuantum does not sponsor visas and will not consider applicants who require sponsorship.

The applicant provides written confirmation from their university (course tutor, professor, teaching assistant or placements office) that they are enrolled and that the internship is recognised as course-related work experience or a formal placement.

A named university academic supervisor accepts responsibility for academic supervision of the student throughout the placement.

The proposed dates fall within the student's period of enrolment and before the course ends.

This policy does not apply to graduates, gap-year applicants, students on courses based outside the UK, or informal work-experience requests not backed by the university.

3. Remote-only working

All placements are conducted fully remotely. BeatQuantum does not offer on-site or hybrid placements, and has no office facility available to interns. Remote placements require a written learning plan, weekly check-ins, and a clear way for the student to raise concerns. The placement will not proceed unless the university academic supervisor accepts responsibility for remote supervision.

4. Duration and timing

Placements last a minimum of one month and a maximum of three months, remaining well within the one-year student-placement limit in the National Minimum Wage Regulations 2015. Start and end dates are agreed in writing before the placement begins.

5. Status, pay and expenses

Internships under this policy are unpaid educational placements. They are not contracts of employment and do not create worker or employee status.

No wage, stipend, bonus or other remuneration will be paid.

Reasonable, pre-agreed out-of-pocket expenses may be reimbursed at BeatQuantum's discretion against receipts. Expense payments must not function as pay.

Completion of a placement does not create any right to future paid work.

Legal note: under UK law, a person who personally performs work under a contract is generally entitled to the National Minimum Wage unless a statutory exemption applies. The exemption relied on here is for students undertaking work experience as part of a UK-based further or higher education course, lasting no more than one year and completed before the course ends (National Minimum Wage Regulations 2015, regulation 53). If a proposed placement cannot sit clearly within this exemption, it will not proceed as unpaid.

6. Supervision

Every intern has two named contacts:

University academic supervisor — responsible for the student's academic oversight, learning outcomes and welfare, confirmed in writing before the placement starts.

BeatQuantum host contact — coordinates onboarding, day-to-day queries and remote access. If the academic supervisor becomes unavailable, the placement pauses until a replacement is confirmed, or it ends.

7. Hours and conduct

Hours are agreed in advance and must be compatible with the student's studies, normally within Working Time Regulations limits including rest breaks. The intern must follow BeatQuantum's policies on equality, dignity at work, IT and acceptable use, confidentiality, data protection and health and safety, so far as they apply to a non-employed student.

8. Confidentiality, data and intellectual property

The intern must keep confidential information confidential during and after the placement. Access to systems and data is limited to what the learning plan requires. Materials created during the placement relating to BeatQuantum's work belong to BeatQuantum, unless otherwise agreed in writing with the university. Personal data is handled in line with UK GDPR and the Data Protection Act 2018.

9. Ending the placement

BeatQuantum, the intern or the university may end the placement early on seven days' written notice, or immediately for a serious breach, a safeguarding or legal concern, or a change in eligibility.

BeatQuantum may issue a short factual confirmation of dates and learning activities undertaken. References are discretionary.

10. Application of this policy

Offers are confirmed in a short placement letter covering dates, remote-working arrangements, learning objectives, the two named supervisors, unpaid status, and how the placement may be ended. No placement starts until that letter is signed by the intern and the university academic supervisor.

This policy is an internal framework, published on the BeatQuantum website. It is not a contract and does not confer employment rights. UK employment and immigration law prevail if anything in this document conflicts with them. BeatQuantum may withdraw or amend this policy without notice, and will review it if National Minimum Wage, student-visa or internship rules change.