Software Engineer Summer 2025 Intern – Remote

Description

Join our team as a **Software Engineer Intern** for **Summer 2025** and gain hands-on experience in a remote work environment. As a part of this internship, you will collaborate with senior engineers and developers to design, develop, and test software solutions. You'll work on real projects, enhance your coding skills, and learn new technologies in a supportive, innovative environment. This is a fantastic opportunity to grow your technical skills, contribute to meaningful projects, and experience life in the tech industry. Perfect for motivated students seeking a career in software development!

Job Description:

Software Engineer Summer 2025 Intern – Remote

Please print/save the job description because it won't be available after you apply.

To be considered, please ensure that you attach a resume to your application.

The Intern will work full-time as a Software Engineer Intern within the Technology Department. The Intern may be asked to support a variety of projects within one or more of the following Teams:

Airline Products
• AIS & AGS – Reservation Webservices: This team supports the Amadeus Integration Services and Altea Gateway Services, middleware services that broker communication between SWA Applications and our reservation system. This team recently migrated to AWS, unlocking opportunities to explore the latest industry technologies and gain hands-on experience that truly showcases your skills!

Air Operations
• Crew Modernization Enablement: This team is delivering critical business capabilities while creating reference implementations that are cloud native, scalable, and reliable. As a Software Engineer Intern on this team, you will be part of a development POD delivering for the new Crew Scheduling & Recovery system, using tools like AWS and Java.
• Crew Scheduling & Recovery: The work this team does directly impacts the system our pilots and flight attendants use for their assigned flights and schedules. It's truly an opportunity to impact how Southwest Airlines operates. This team hosts team-building activities every month and celebrates birthdays and anniversaries of our Cohearts. You will have the opportunity to work on new technologies while enjoying your team!

Digital & Customer
• Digital Platforms – Native App Development: Be a part of a dynamic group of developers supporting our iOS and Android apps! These apps are the primary choice of our Customers to interact with Southwest Airlines to buy tickets, check-in for flights, and other revenue and service features.

Hiring organization
Southwest Airlines

Employment Type
Full-time

Job Location
Remote work from: United States; Canada; United States; Canada; Great Britain

Base Salary
$ 25 - $ 40

Valid through
31.01.2025

Date posted
April 10, 2025

Infrastructure
• Technology Infrastructure Engineering: This team is focused on building technology for technology at SWA! Current projects include automating tasks and consolidating tools to reduce risk and free up our development teams.

People & Finance
• Enterprise Workforce, Benefits, and Compensation: This Team is in the process of modernizing the tools our Employees use to manage their schedules, request time off, and ensure they are paid correctly. It is an opportunity to make a direct positive impact for fellow Southwest Airlines Employees. The modernization also allows us to have better information about how our Employees work so we can adapt to new needs.
• Finance Transformation Team: Join the dynamic Finance Transformation Team at SWA which is at the forefront of revolutionizing our financial systems by migrating from SAP ECC to S/4 HANA. This transition is crucial for enhancing our financial reporting, improving operational efficiency, and enabling real-time analytics. As a part of this team, you'll have the opportunity to work with cutting-edge technology, gain hands-on experience in SAP migrations, and contribute to a project that is pivotal to our organization's future success. This team offers a collaborative environment where your contributions will be valued, and your professional growth will be supported.

Technical and Ground Operations
• Tech Ops Technology: This team is the cutting edge, envelope pushing cloud delivery team. The Tech Ops Technology team is consistently lauded and recognized for the innovations they deliver while producing value for business partners. Most recently this team was awarded for being the first team to do a fully automated code delivery pipeline to production with zero human intervention. This team is a cloud based custom development team that builds applications and integrations to support our Aircraft Maintenance tool platforms. If you want to work on the newest technologies and leverage the newest techniques, this is the place to be!

Technology Platforms & Architecture
• Integrated Data Foundation (IDF) Middleware & Streams: The Middleware Team presents opportunity to learn multiple technologies including Kafka, IBM MQ, Apache, tcServer, automation/scripting, GenAI. As a Software Engineer on this team, you will also get exposure to work with geographically distributed team in Dallas, Mexico and India who supports these technologies. This is a critical team in which most of the application uses are day-to-day.
• Integrated Data Foundation Platform (IDFP): SWA Technology is refactoring how we collect, store and expose data across the Enterprise using the latest cloud architectures, tools, and devops mindset for quicker feedback loop while leveraging Agile principles. This team is looking to solve these pain points with a Data Lake House solution to store, govern and provide the right data to the right customer at the right time that will integrate and accel both business and technology analytical users. This solution is and will be the foundation of Southwest Airlines for the future using a Cloud based platform that can scale and continuous integrate with tools and concepts to provide exponential value.

Duties and Responsibilities

The duties and responsibilities of the Software Engineer Intern may include but are not limited to:
• Analyze, design, write program code, test, document, and implement functionally appropriately, technically sound, and well-integrated application systems in accordance with Customer requirements, and organizational methodologies and

standards.
• Respond to production problems and implement immediate resolution efforts across technology areas.
• Maintain awareness of technology trends in area of responsibility.
• Meet commitments and deliverables related to participating in projects.

Basic Qualifications
• High School Diploma, GED or equivalent education required
• Must be at least 18 years of age
• Must have authorization to work in the United States as defined by the Immigration Reform Act of 1986
• You must have a valid U.S. Social Security Number to complete the full hiring process
• This position requires authorization to work in the United States as a permanent employee without sponsorship now or in the future

Education
• Progress towards degree, major, or minor in Computer Science, Computer Engineering, Information Systems or Information Technology, Operations Research, Industrial Engineering, Business OR similar degree
• Progress towards a 4-year undergraduate degree preferred
• To be eligible, you must be currently enrolled as a full-time student (as defined by your university) at the time of application and during the internship
• At least one semester remaining at the time the internship ends is preferred
• Minimum 2.5 cumulative GPA at the time of application

Knowledge, Skills, and Abilities
• Exposure to or experience with AWS Cloud services and infrastructure, including Lambda and Route53 preferred
• Exposure to or experience with scripting preferred
• Exposure to or experience with software testing techniques preferred
• Knowledge of or exposure to Spring Boot preferred
• Knowledge of or exposure to Docker preferred
• Knowledge of or exposure to Gradle or Maven preferred
• Knowledge of or exposure to DevOps, DevSecOps and automation preferred
• Knowledge of or exposure to CI/CD preferred
• Knowledge of or exposure to Secure Code Development preferred
• Classroom and/or industry experience using Java and Java Objects preferred
• Classroom and/or industry experience using Python preferred
• Classroom and/or industry experience with Kafka preferred
• Classroom and/or industry experience with JavaScript/Node.js and React preferred
• Classroom and/or industry experience with Native App Design preferred
• Exposure to or experience with Jira preferred
• Knowledge of SAP systems, including training in SAP S/4 HANA fundamentals and Fiori preferred
• Knowledge of Agile or Scaled Agile (SAFe) methodologies preferred
• Basic knowledge of development methodologies, practices, concepts, technologies and technical options required
• Demonstrate programming aptitude and ability for logical and abstract thinking preferred
• Ability to stay organized and manage multiple and concurrent assignments under tight deadlines preferred
• Previous internship or work experience as a Software Engineer within the past 12 months preferred
• Classroom and/or industry experience delivering presentations in a group setting preferred

• Classroom and/or industry experience with group project work preferred
• Ability to work effectively in a fast-paced, team-based, Customer service-oriented environment with a high regard for hospitality
• Demonstrate programming aptitude and ability for logical and abstract thinking
• Problem solving ability and strong written/verbal communications skills preferred
• Works well in a culture that is open, direct, respectful, courteous, and compassionate preferred

Time Commitment and Pay
• Required: Full-time 40hrs a week
• Must maintain a consistent weekly schedule during normal business hours at a max of 8hrs per day
• Program Dates: May 20 – August 8, 2025
• $31 per hour + $2,000 one-time stipend (Paid $1,000 on first paycheck and $1,000 at midpoint of internship)

To apply, you must submit your application and upload a resume for each role online at www.southwest.com/careers.

We are committed to helping individuals with disabilities participate in the workforce and ensuring equal opportunity to apply and compete for jobs. If you need accommodation at any point in the hiring process due to a disability, you may email the Accommodations Team or call 877-792-4792.

More details:

Southwest Airlines promises to provide Employees with equal opportunity for learning and personal growth. We entrust our Interns working in Technology to make an impact on their Team in real-time projects, work collaboratively with other Technology Interns and workgroups, make progress to achieve Company initiatives, and deliver on our Company Purpose of connecting People to what's important in their lives through friendly, reliable, and low-cost air travel, all while having fun and developing yourself as a future professional.

As an Intern, you can expect to:
• Join Southwest as a Summer 2025 Intern, with a 12-week internship lasting from May 20th to August 8th, 2025.
• Work fully remote, with opportunities to connect with your Team and other workgroups virtually and potential to travel to visit our Corporate Campus in Dallas, Texas.
• There is limited group of states or localities ineligible for Employees to regularly perform their work off-site. Those ineligible locations are Alaska, California, Colorado, Delaware, Illinois, Iowa, Maryland, Massachusetts, Montana, New Hampshire, New Jersey, New York, North Dakota, Oregon, Pennsylvania, South Dakota, Vermont, West Virginia, Washington, and Wyoming.
• If you currently reside in an ineligible state, you may relocate to an eligible state and be considered for an internship
• Dedicate 40 hours each week to your internship responsibilities and tasks.
• Receive hourly pay of $31 and receive a one-time $2,000 stipend (Paid $1,000 on first paycheck and $1,000 at midpoint of internship)
• Receive free, unlimited space available travel privileges for yourself (taxes and fees may apply on international travel).
• Interns will be provided any required equipment, such as a laptop, for the internship.

Southwest Airlines is an Equal Opportunity Employer. We continue to look for opportunities to reflect the communities we serve, and welcome applicants with

diverse thoughts, backgrounds, and experiences.

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Job Posting End Date