

netguru



Challenging.
Flexible.
Exciting.

CREATE STATE-OF-THE-ART
PRODUCTS IN BASE OF
TEST-DRIVEN DEVELOPMENT



The Team

Full-stack consulting company

We build software that lets people do things differently. Join our team and we'll work together to deliver revolutionary digital products.

Our employees have changed the way people listen to music, learn languages, and rent bikes. With over 600 people on board, we run more than 100 concurrent projects a year. Our team's work has been featured in The Next Web, at the UXDX Conference, and on Product Hunt.

We've been recognized in many rankings of the fastest-growing companies in Europe, e.g. in Deloitte's Technology Fast 50 (three times) and FT1000 by Financial Times (twice). On top of that, we've been ranked as one of the most desired IT employers in Poland, according to Bulldogjob.



BUSINESS
INSIDER

TC TechCrunch

TNW

lifehacker



Speed

- ✓ we use Agile methodology to meet our clients' needs as they change throughout the project
- ✓ we plan our work based on weekly iterations
- ✓ we are our clients' partner: we understand their business and product



Transparency

- ✓ we believe communication is the key to building software, so we talk regularly to each other at standups and on calls
- ✓ clients can access the latest version of products at any time on the live staging server
- ✓ we use Jira as our task management system to monitor projects' progress in real time



Quality

- ✓ product quality is our top priority
- ✓ our process is built around test-driven development
- ✓ each functionality produced by our developers contains an automated test layer
- ✓ Each line of code is checked by another developer, and our testers verify every feature to catch all potential issues



Apply for a junior position

Apply for a junior position. A junior position is good for people who already have some commercial experience. A juniorship takes up to 6 months – after this period you can be promoted to regular Developer.



Apply for a developer

Apply for a developer position. If you already have the skills to develop an application for a client on your own, some experience in communication with a client and working in an agile project team, apply for the position of a developer.



Join Netguru as a senior

A senior position is for those who have all the previous skills and a bit more: lots of commercial experience, mentoring skills and a business approach to development. It still isn't the end of the journey – if you advance further, you can be promoted to a Tech Lead



Join us as a Tech Lead

Join us as a Tech Lead. Tech Leads are responsible for the work of an entire team, including developing standards and good practices. They should also have a good understanding of the business idea and a consulting approach to the client.

Technologies



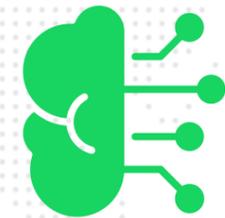
Ruby on Rails



Frontend



Python



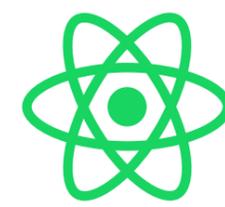
Machine Learning



Android



iOS



React Native



Node.js





Mateusz Czajka – Head of Technology & Product Design

Head of Technology & Product Design. Our team consists of over 600 people, and it's full of amazingly knowledgeable professionals. Our projects are so exciting because we do full-stack development, product design, implementation, and maintenance. Our clients are world-changers in fintech, healthcare, big data, and many other industries. They define how people learn languages, buy furniture, or use public transportation. Netguru is growing really fast, at the same time remaining true to its open-minded culture.



Bartosz Pranczke – Senior Ruby on Rails Engineering Manager

I like working at Netguru because the people, the culture, and growth rate of the organisation motivates us to improve ourselves. It is really satisfying to see that people around me often start as total beginners and then become highly experienced programmers, managers, testers, and so on. The organisation and the people reinvent themselves every day.
I am never bored.



Greta Gryz – Recruitment Marketing Specialist

I've worked at Netguru for over a year now and the experience couldn't be better. I feel fulfilled when I finally manage to solve a communication crisis or tackle a difficult task. On top of that, I have a brilliant leader who empowers me to achieve more ambitious goals and sometimes talks about her dog instead of working (and shares photos!). The atmosphere in the office is amazing, but I usually work from home – unless I feel like grabbing a free sandwich at the office.



How pair programming looks like

Having a programming session with a potential recruit is more representative of a coder's skill than looking at a CV and asking a long set of questions.

A programmer from Netguru will give you a few tasks based on commercial projects we actually work on. For 40-70 minutes, you will work on the same code, talking and thinking a lot throughout the meeting. You should be prepared to 'navigate' the session – this means you will be responsible for the programming moves in the editor.

We don't expect you to come to our office for the session – we use Google Meet. What you need to do before we start is to make sure your camera, microphone and wifi work smoothly. Then, you can just enjoy the ride.



Code Review / TDD

The feedback culture is very important for us. One of the things we do to keep it going is **code review** – the process of evaluating each other's code.

- ✔ It is great for improving our workflow,
- ✔ It is an opportunity to learn from each other very quickly,
- ✔ It helps gain a new perspective without the need for nit-picking or pointing fingers at other people's mistakes.

Along with the code review goes **TDD – Test Driven Development**. It's important to think of it as a programming technique instead of treating it as a testing tool. By using TDD we:

- ✔ can minimize the risk of doing something wrong,
- ✔ rethink the features we want to implement,
- ✔ discover a bug before we're forced to fix it.



Your support



Mentoring

A mentor guides every new member of Netguru through their first month at the company. An experienced member of your team will introduce you to all processes and tools you are going to use. A

mentor is a person who will:

- **Guide you during your first month at Netguru**
- **Go through the checklists with you**
- **Make sure that you won't miss any important information**



Leadership

Your leader will support you during your journey at Netguru. You will meet once every three months to discuss your career path, talk about the feedback you have received, recap what you have achieved, and

set goals for the next quarter. A leader is a person who will:

- **Give you advice you when you need it**
- **Help you manage difficult situations,**
- **Identify your potential and encourage you to push it even further**





Community

We strongly believe that knowledge-sharing is caring. We share our insights and experience in various ways. Some of them are:

- ✓ **Our blog.** It doesn't matter whether you are an iOS developer, a Ruby on Rails fan or if any other technology is your passion – you will find interesting. If you are thinking of joining our team, you might want to see [why you'll love working with us](#) or have a look at [how to prepare for a pair programming session](#).
- ✓ **Github.** Feel free to check out our code and get inspired! In the repository you will find many examples of our best practices.
- ✓ **Meetups** - we organize meetings for different communities of developers and non-developers. You can meet us at Netguru Hangout: chill.js, Dribbble Meetup, and other events.
- ✓ **Netguru College** - we organize workshops for both beginners and advanced learners, completely free of charge, to share knowledge and our ways of working.
- ✓ **Codestories Newsletter** - where we send out the hottest and most interesting news from tech world every two weeks.
- ✓ **Facebook or LinkedIn Lives with our Senior Developers and Managers** – a great platform to ask any questions which come to your mind.





Remote work / flexible hours

We have nine permanent offices at your disposal – in Warsaw, Poznań, Cracow, Wrocław, Gdańsk, Białystok, Katowice, Łódź and Rzeszów – it's your call to decide whether you'd rather work from an office or anywhere else. Just make sure that you have access to a reliable and fast internet connection and you're all set to work.

You can work remotely if:

- ✓ you live in another city,
- ✓ you're more focused at home,
- ✓ you don't feel like working from the office on this particular day.

You can also benefit from flexible hours. Most of the work, daily standups, and meetings with the team and clients happen between 10 am and 4 pm. During that time it is better to be online. You can adjust the rest of your schedule to your needs.





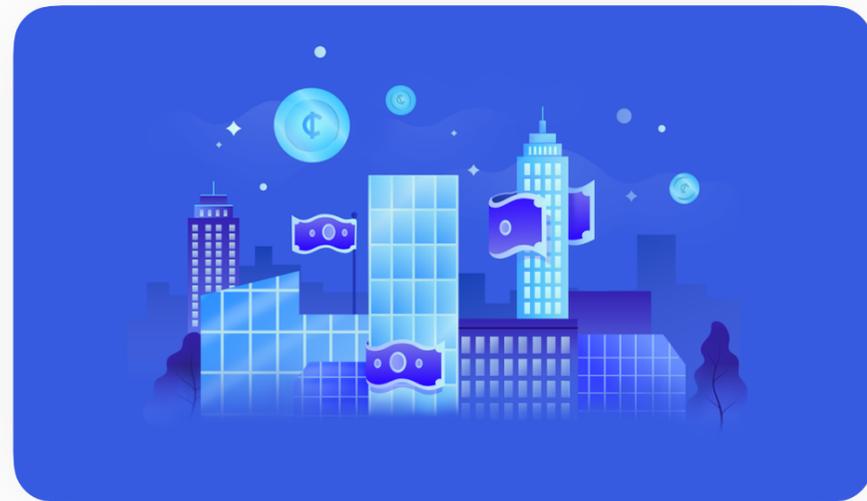
Our office

Great locations in Poland's biggest cities: Poznań, Warsaw, Gdańsk, Cracow, Wrocław, Białystok, Katowice, Rzeszów and Łódź. There are both open spaces where you can work on projects with your team and quiet zones.

Want to take a break and chill? In our chill rooms you will find foosball, Playstation and a cozy corner with couches, bean bag chairs, hammocks and pillows, where you can have a rest, play video games and relax.

Food: you'll get free breakfasts and co-financed lunches. Be on the lookout for various snacks in the office kitchen, too





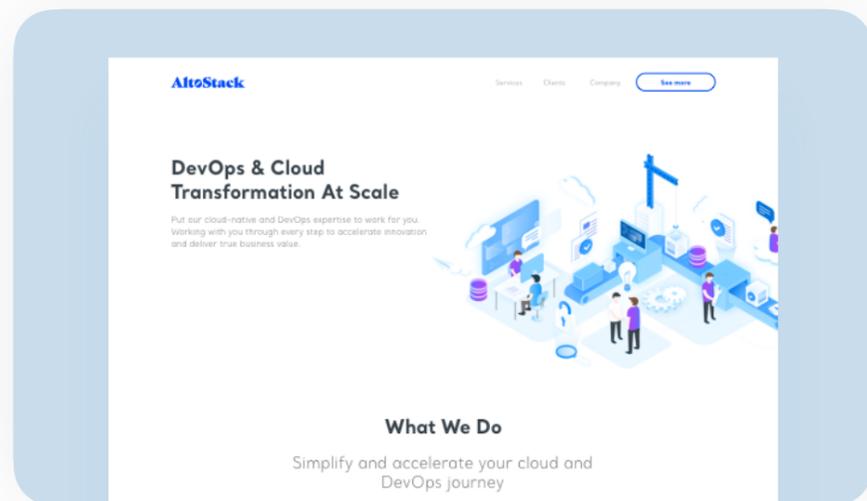
Moonfare



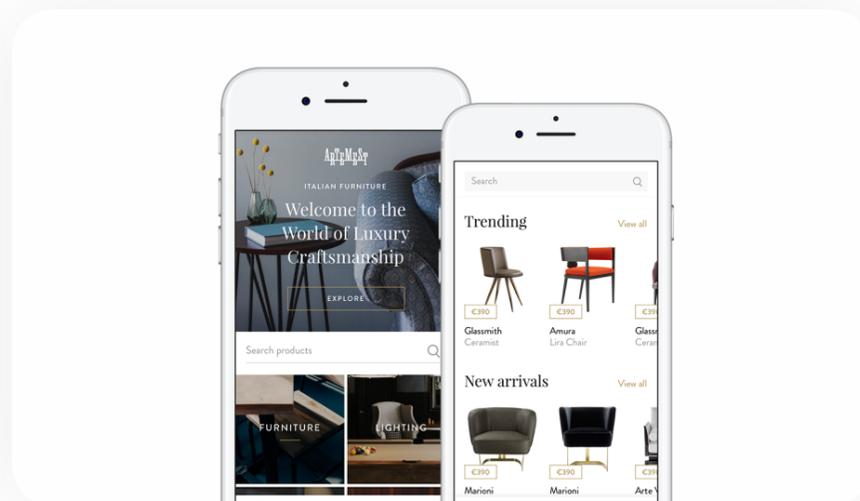
Agriculture Software



Newst



Altostack.io



Artemest



temi

Recruitment process



Recruitment task

Apply directly via our career site and fill out the form. Before we set up an interview, we'd love to have a better look at your code.

We will review your GitHub profile and send you a recruitment task.



Pair-programming

Let's talk about your experience, expectations and solve a few coding tasks. We will meet remotely via Google Hangouts.



Leaders interview

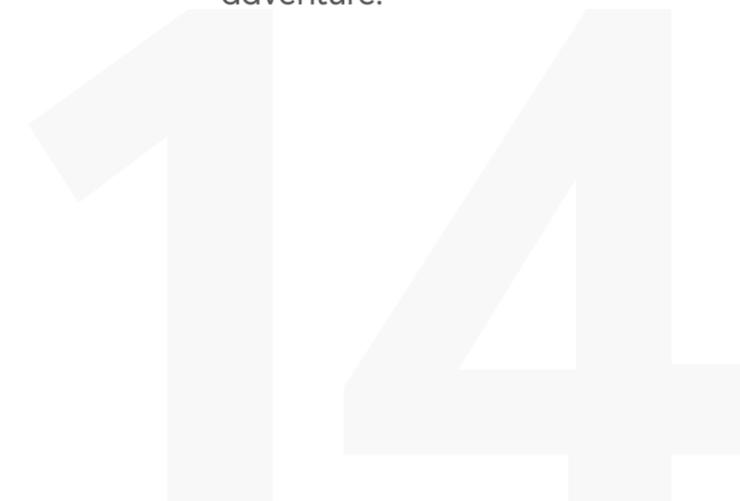
A quick chat with one of our team leaders will let you get know each other better before we start working together. We sometimes skip this step and invite you to join our team right after pair-programming.



Welcome on board

Welcome on board. You've made it! Now you can join our crew and start a great adventure.

*The recruitment process may slightly differ on various



Thank you!
Remember that you can
reach us anytime with questions.

Marianna Pruchniak

Recruitment & EB Manager

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