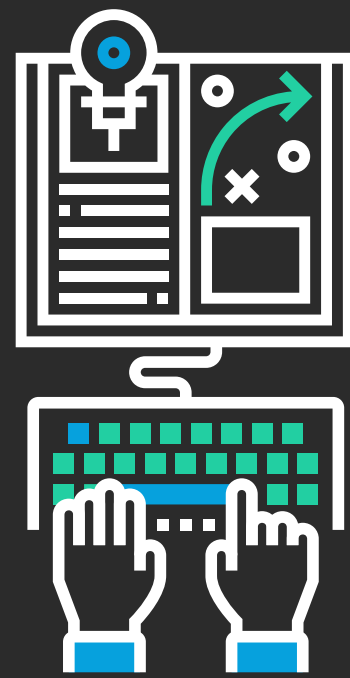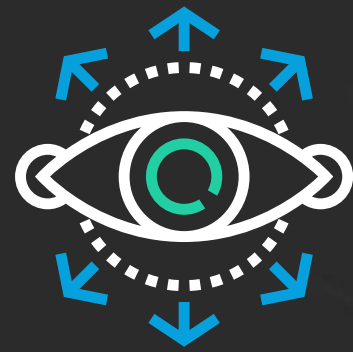# Employee Handbook

Work with us!

nexocode

About Us

We are a tech company helping brands drive innovation and creativity through powerful digital solutions

We create scalable, high-performance applications that are customized to clients' specific needs. Our strategic vision combined with strong technical abilities help grow initial ideas into a cutting-edge digital solutions.

On board we have people that specialize in frontend and backend development, devops and designers. We are small enough, that we're on first name basis with each other - that is unless your name is Wojtek, we've got way too many of those...

Our Values

Our values are more than just words on a wall

Our values are here to guide us and provide a common sense of direction. We expect that everything people do is in line with them. After all, you can only create value when you protect what is already valuable. That's why everything in this handbook fits into those values.

They should explain almost everything you need to know about working here.

Our Values

Communication is Key

Our challenges are too big for any one person to take on. Collaboration and communication is the key to success. We know that communication goes two ways: it's not just about transmitting messages to one another, but also about listening and being heard.

Goal Oriented

We strive for clear goal definition. We know precisely why we are here and we're excited about it! It's clear what success means from a business and user's perspective, and it's inspiring! We build with the long-term in mind.

Lifelong Learners

We learn rapidly and eagerly. We value openness and curiosity to learn from anyone. Our workplace is a great space to share knowledge. We continually challenge and stretch ourselves to become better. We learn from mistakes and successes in equal measure.

Togetherness

We are in this together, and all we do is a team effort. We believe great work flows from a happy and healthy work environment that's why every day we bring joy and optimism to work. We are ego-less and always make time to help teammates.
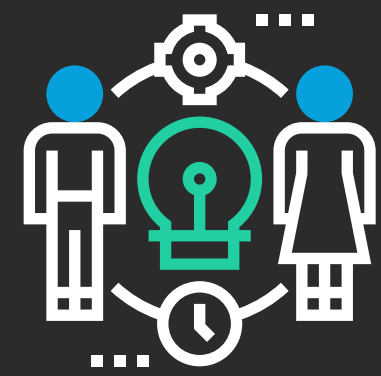
Ownership

We are committed to what we do and how we do it. We take ownership of our decisions and are accountable for what we promise. We deliver the highest quality to satisfy our clients with innovative technology and superior products and service.

Embrace Creativity

We believe everyone, regardless of role and background, can create. We are highly creative and strive for opportunities to be innovative. We try new things, we challenge convention, and we're not afraid to fail.

How We Work

We work in self-managed agile teams

Our cross-functional groups are fluid to fit current needs. Projects grow and shrink over time, so you'll have a chance to work with several different technologies and various products.

No one is senior and no one is junior. We don't have hierarchies or layers. No matter what your role is, we all have a saying and a part to play. Everyone at **nexocode** shares their ideas freely. The teams are empowered to design the solutions and decide on the technology they need to be successful. Joining our team means you have the imagination and the know-how to bring true creativity to your role, be it development, devops or design.

From day one, you can notice our super friendly, relaxed and informal atmosphere. Our open space office makes it easy to collaborate with your collegues - but it's also perfectly fine to put on your headphones or move yourself to a comfy bean bag chair when you need to focus. We won't take offense.
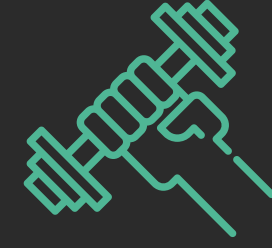
Perks

Private Healthcare

We believe that healthy employees are happy employees. So, we've got you covered with extensive medical plan.

Multisport Card

We support our employee's passion for healthy mind & body with Benefit program. Whether you're a yogi or a gym junkie we've got you covered.

Flexible Hours

For early birds and night owls. We trust you to know your schedule and work when you feel most productive.
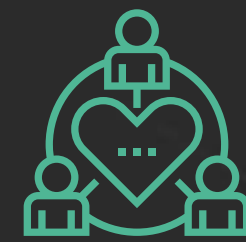
Fun Environment

'All work, no play' doesn't refer to us. We offer creative and fun working environment with kick-ass colleagues. Enjoy going to work, everyday!
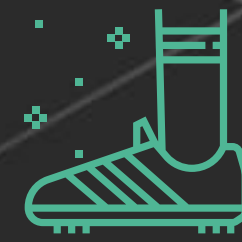
Energetic Pantry

Enough coffee to make you vibrate. Help yourself to sweet treats and freshly grinded coffee throughout the day to keep you going.
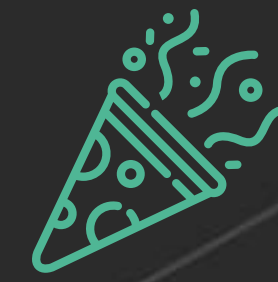
Referral Bonus

Good people know good people. Spread the word about nexocode, utilize your network and help us find the right person for the job.

In-house Football Team

We reach goals and score goals. We are a rockstar team not only in the office but also on the field.

Team Outings

We work hard and we play harder. From bowling, through paintball, to hackathons. We do stuff together. Fun stuff.

Our Hiring Process

#01

Application Evaluation

Send your CV to careers@nexocode.com along with a short introduction. Be sure to include your experience. No need to list every technology there is, just point out your real strengths. We will go through your application and invite you to the next step.
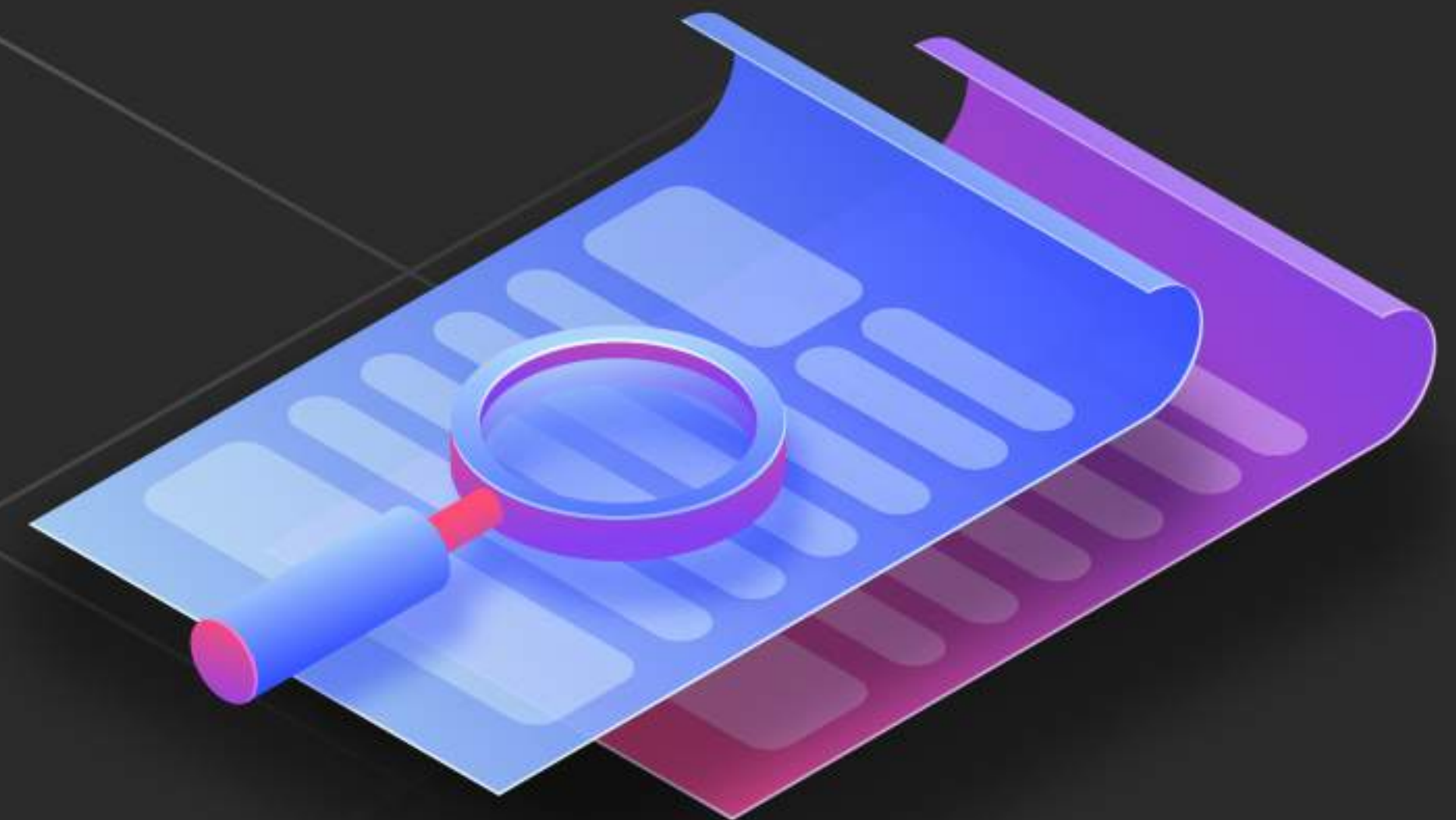
#02

Technical Interview

Our technical interview is usually over Slack. It takes an hour and we wouldn't want to take more of your time. We've built up a standard interviewing process with input from everybody on the team, and we run challenging, but fair, interviews. We will start with some warm-up questions and move to tougher ones and ask for some code snippets.

#03

Happy Hour

Our team is made up of smart people, and they're invested in making sure every new hire has what it takes to succeed here. That is why we will invite you to our office to spend some time with us in a casual way. You'll be able to see how we work and join our daily tasks. Ask any questions you wish directly to our teammates, we'll also ask some to give you an opportunity to show us you've got it what it takes.

After this step we vote as a team and make you an offer.

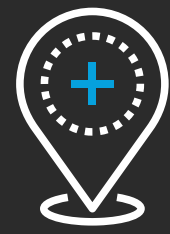# Grow With Us

Learning Environment

People at **nexocode** are passionate. We work hard together and take pride in a job well done. Here you'll have an opportunity to be in charge of developing not only cool applications but also yourself. We like sharing our knowledge and helping each other out. That is why we organize internal tech talks and our own hackathons. You can find our teammates presenting at meetups.

Our company supports contributing to open source products. And we have set some time aside to develop custom projects that we share on Github.

Our Offices

Kraków Office - Headquarters

Kamieńskiego 51

30-644 Kraków

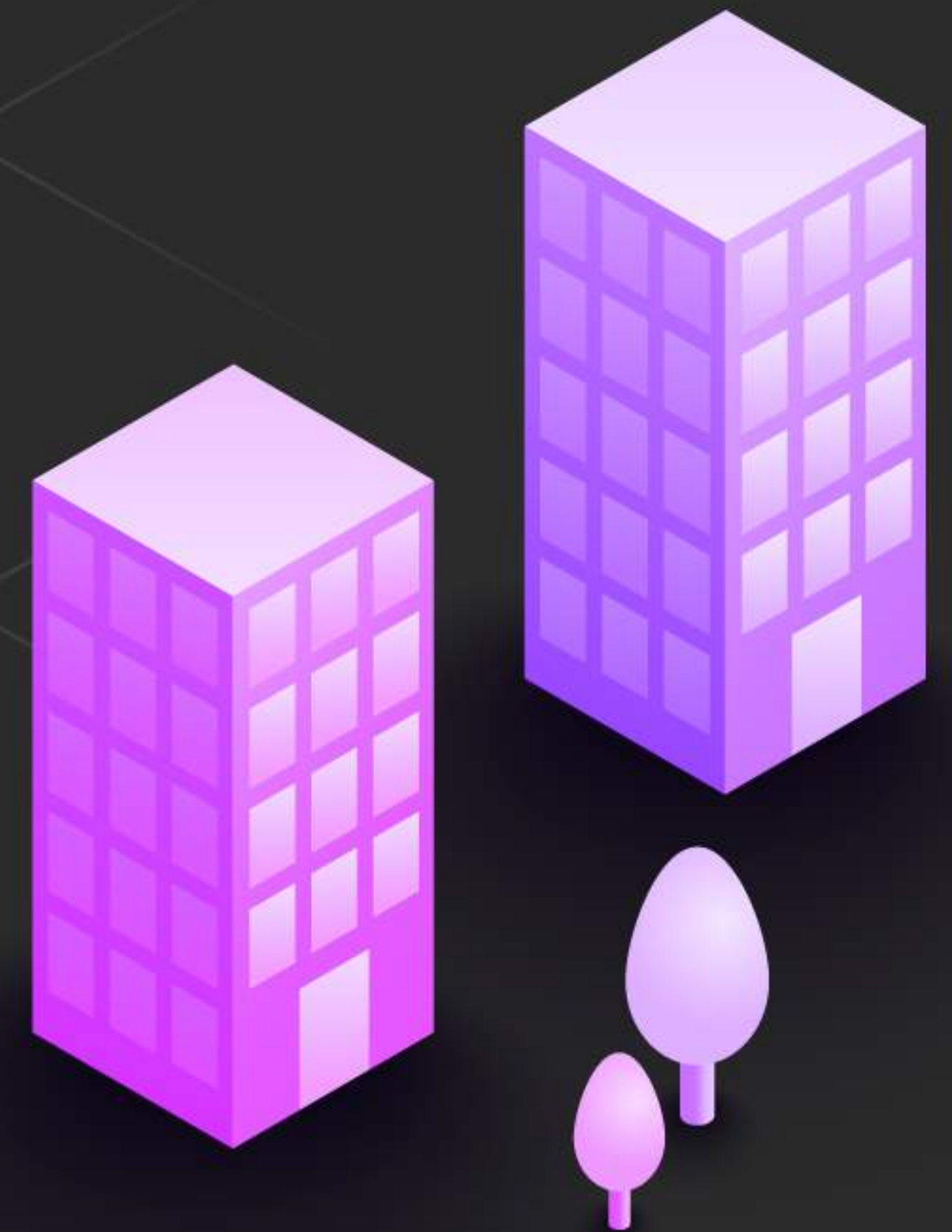Poland

+48 12 3769540

info@nexocode.com

Rzeszów Office

Zagłoby 11

35-001 Rzeszów

Poland

Fully remote positions are also considered!

Apply Today

at careers@nexocode.com

Check our **Careers Page** to see open positions.

We are always on the lookout for talented individuals.
If you want to join our team but don't see a position
that fits do not hesitate to contact us.

Come
Join Us