

idego

Culture Book.

Would you like to know more about Idego?

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Do you want to figure out if Idego is a perfect match for you? We prepared this book to guide you through our everyday reality with a sneak peek into a few of our tidbits.

Let's begin our journey...



īdego

Version 2.0



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Once upon a time...

Idego founders: **Piotr & Krzysztof** have worked together for quite some time, sharing passion for creating web applications. As they have both shared also innovative approach to business and value trust above all else, in **2010** they've decided that it is a perfect foundation for new organization.

But not just "something anyhow". They wanted to create a company where one may build **great applications** that solve real business problems, while providing perfect conditions for work and personal development.

And now, with impressive portfolio of clients, **team of almost 130 people** and innovative technology stack, **Idego** is the living example of how to go from idea to reality.

We cooperate with clients from all over the world, however, we specialise in business reality of US and western EU.



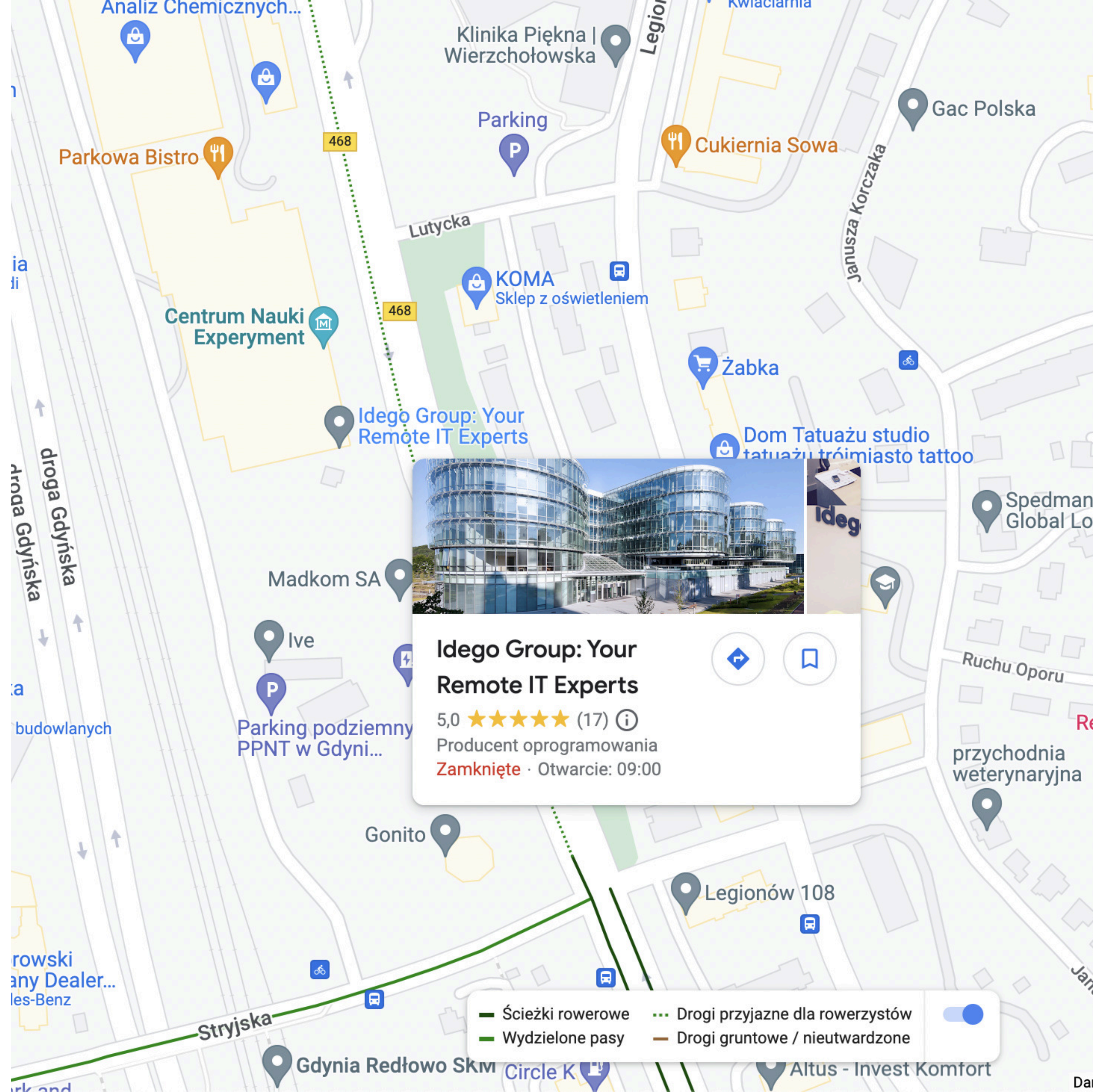
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It's easy to find us!

We are in PPNT (al. Zwycięstwa 96/98) next to **Gdynia Redłowo** station, so you can choose SKM or PKM **Gdynia Stadion** to get to us.

There is also **Redłowo SKM – Park Technologiczny** bus stop, where you can find various buses to Sopot or north & west districts of Gdynia: here is **the schedule**.

If you want to eat something with us, we can go to the nearest cafes. The closest cafe is in our building **Park Cafe** or you can visit nearby **Parkowa Bistro**.



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Great Place to Work

Great Place to Work is the Global Authority on Workplace Culture that has been operating on the market for 30 years. Its prestigious award program aims to distinguish organizations with the best approach towards work and people. To be recognized as an organization with a unique culture is something valuable for all of us. It's a huge success especially because Idego is the only IT company of this size in the entire country to win this title.





The ambience of Idego

HONESTY

Satisfaction of both sides is essential, so what promised – we provide with transparency.

TEAM

We appreciate our diversity, but our strength is being one team. We relay on each other and create great atmosphere. Best ideas come out of synergy!

AUTONOMY

We give a lot of flexibility and capacity to make decisions – so we respect highly the openness to speak about risks and challenges, as well as sharing funny stuff.

TRUST

We give a lot of trust – and expect responsibility in return. Delivered results are far more interesting than detailed control.

COMMUNICATION

We work from everywhere – so we care a lot about communication and simply staying in touch. We care about precising requirements, giving feedback and frequent commits.

QUALITY & INNOVATION

We are professionals oriented towards quality and innovation but we guarantee a lot of common sense and general friendliness.

SOLUTIONS ORIENTED

We are oriented to provide solutions – problems happen and the coolest thing is to solve them.

HUMANITY

We remember that everyone is a person deserving respect, having similar goals, and in need of fun from time to time.

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Not only fruits...

At Idego we focus primarily on interesting projects and building the best Software House. Values, trust in employees and autonomy in action are important to us – these are the most significant features.

People of Idego have different personalities, we are able to match a person to the best project and thanks to that we get the best results.

Of course, there is also space for fun and fruits, which we sometimes use in an unconventional way!



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Join us!

1. Apply

Send your CV directly to hr@idego.io or upload it via idegogroup.com/careers/

2. Talk with us!

You will be invited for an (online or onsite) interview with recruiter.

3. Technical interview

Our specialist will ask you more detail questions regarding your skills. There might be also test or live coding part.

4. Project match

Previous steps will allow us to decide what project would be suitable for you. You'll be able to talk about more details with Krzysztof or Piotr.

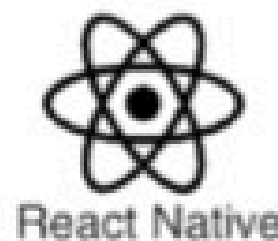
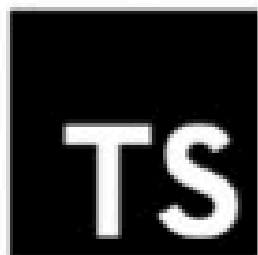
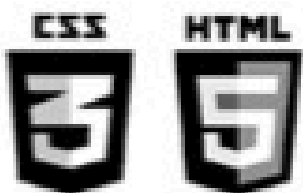
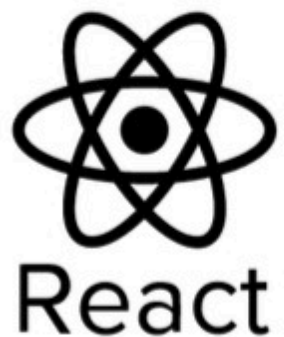
5. Welcome on board!

And get ready for new journey!

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Idego technology stack

Delivering software. Making things great.



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Our Teams

Regardless of roles and responsibilities variety we managed to successfully keep flat structure and direct communication between us.

Engineering & Design

- Software Engineers
- Software Architects
- Data Engineers
- DevOps
- QA Specialists
- UX/UI Designers

Marketing

- Outbound
- Inbound
- Branding

Operations & Legal

- Finance
- Office
- Compliance

HR

- Recruitment
- Personal development
- Employer Branding

Delivery

- Business & Delivery
- Project Management



Idego Development Team

20%

Junior
0-2 years of experience

30%

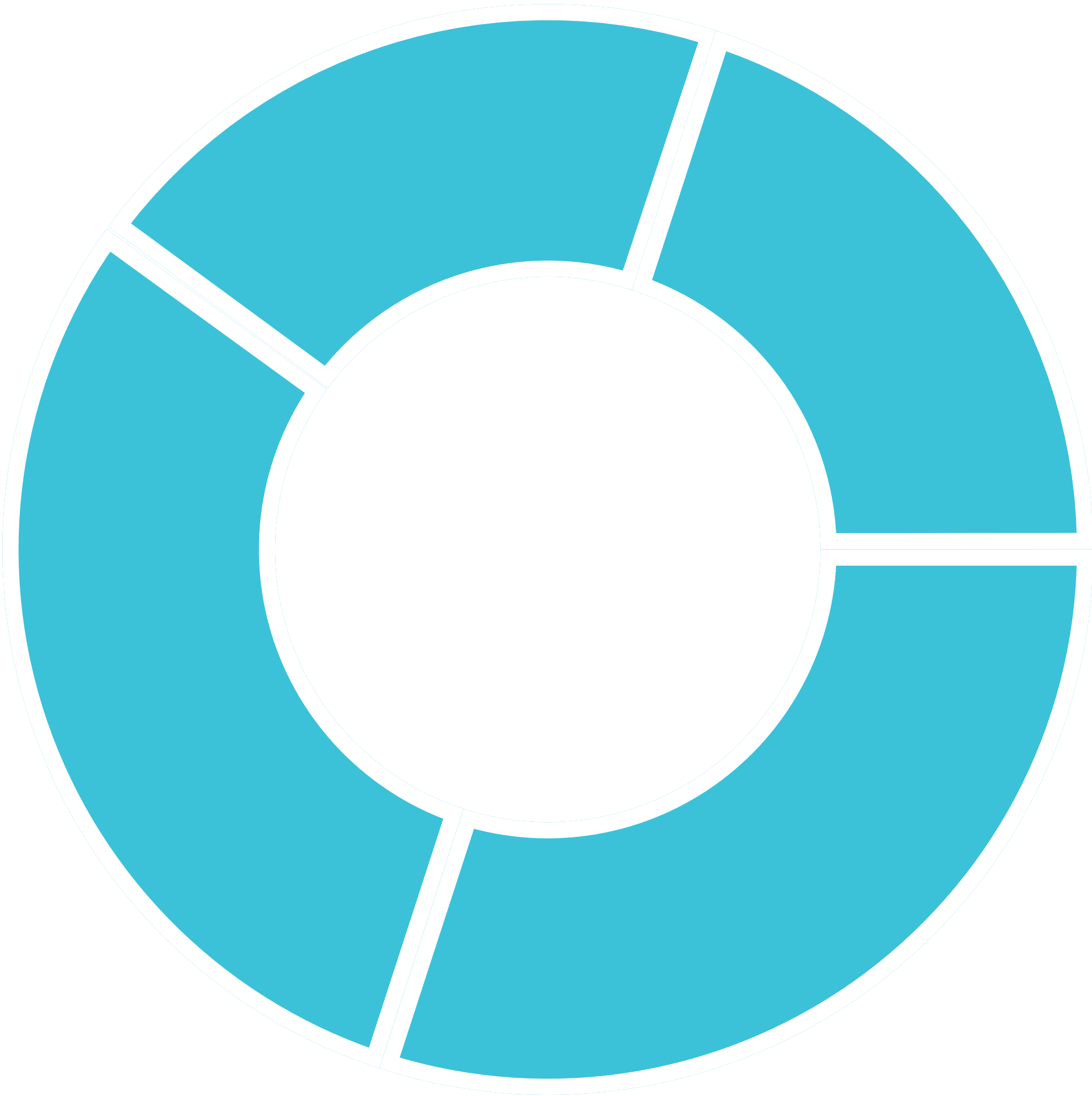
Regular
2-5 years of experience

30%

Regular +
5-10 years of experience

20%

Senior
over 10 years of experience



Career – empowered!

Intern

You probably joined us with better knowledge of front-end or backend and are ready to take some challenges from the other side, so what you may expect are: trainings, trainings, and even more trainings. Software development is what you want to do in life, and Idego team will help you take first steps in commercial projects.

Junior

You have experience in commercial projects, some of your code is on production and you are ready to empower your IT career by taking active role of development team member. You may expect pair programming, knowledge from code reviews, and first functionalities developed fully autonomously.

Regular

Software development is your new comfort zone so you crave for more and more complex projects – and they’re here! As well as riddles to solve, quality to keep, new technologies to dive into and cool tools to use!

Senior

Master, the decisions are up to you. You decide how to design the system, you choose the best way, you choose what’s most wanted and when there’s new technological rising star on the horizon – you’re the first on the journey to know it!

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Various perks

Complete autonomy

You decide what is the most important stuff to do. The results are the most important!.

Remote friendly

You can either work in our beautiful office or remotely – from the coffee shop or even from the beach!

Flexible hours

You can choose working hours as long as you take care of your work. It is standard at our firm.

Interesting projects

You can work with one of our foreign client or you can work in project for one of the biggest companies in Poland.

Hacker House

You may visit Gdynia alone or take your family or friends with you! You may use it to visit Idego, or you may use it for a weekend retreat at the seaside. Whatever your purpose is: ENJOY!

Social room

In the break, you can use the comfortable relaxation area or play table footballand PS4.

Office Library

If you find an interesting book related to technology and the area of your work, you can order it to the common library at our expense or use existing resources.

Language lessons

Every week we arrange English and German lessons to imporve or learn new skills.

Private healthcare

Your health is important for us, so in Idego you have access to private medical health care.

Multisport

You will get a Multisport card that allows to take care of your health after work. Use the pool, gym or other activities.

Food and drinks

At our office you'll find free drinks, fruits and snacks. Moreover, we arrange regular company launches.





Dobrodošli

Herzlich willkommen

желанный

Üdvözöljük

歓迎

Fáilte

Dobrodošli

كوب الہا

كوب الہا

желанный

Sveiki

Χαş gəl

Vítejte

Üdvözöljük

בְּרוּכָה הוּרֵב

Dobrodošli



Benvenuto

Vítejte

Üdvözöljük

Bienvenue

Χαş gəlmisiniz

בְּרוּכָה הוּרֵב

Karibu

idago
Custom Software
Development Company



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Testimony

I have the flexibility to arrange my work productively – what is nice is the freedom and how easy it is to get the exact work equipment you need.

Dawid Senior UX Designer



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Works for us

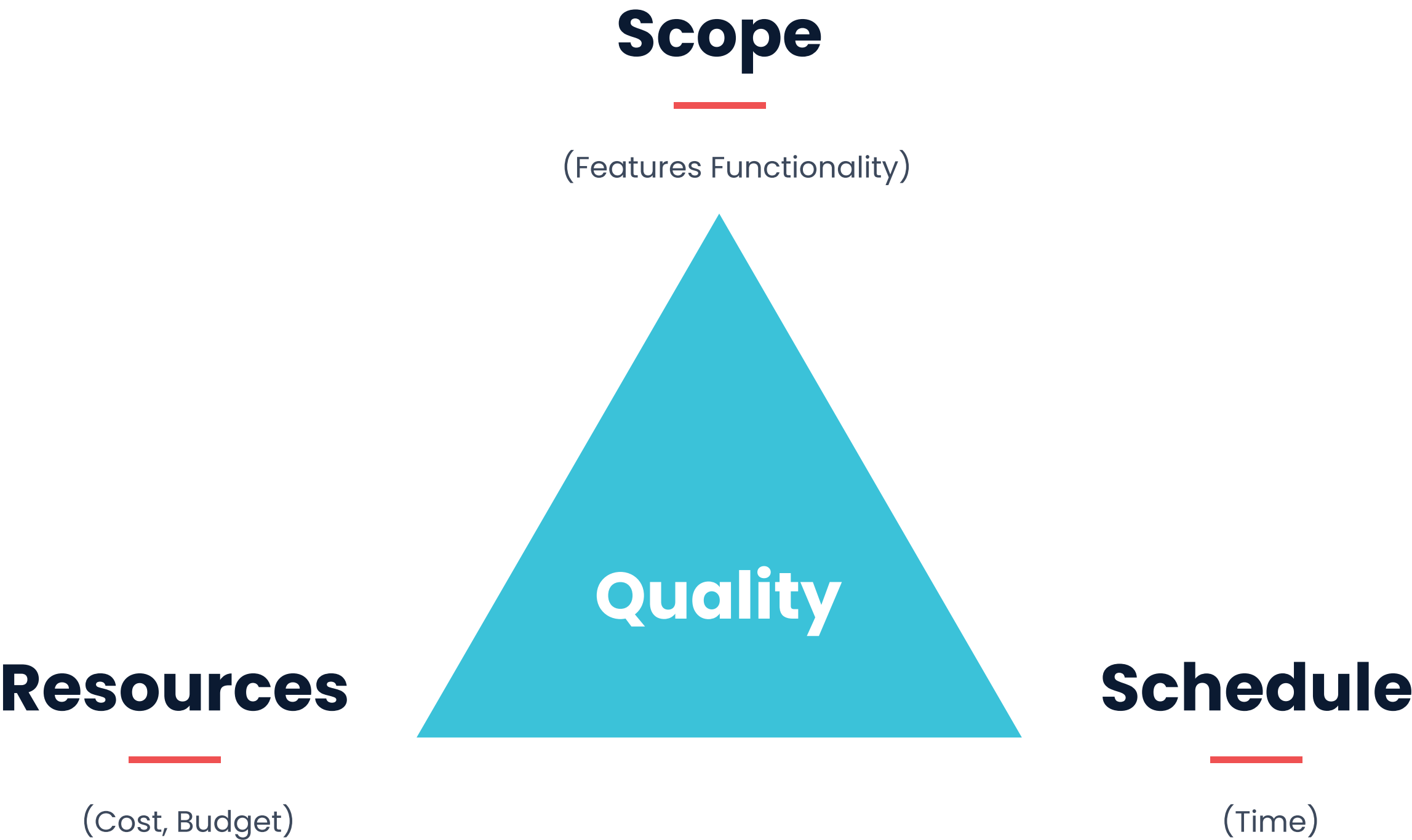
What do we do to make our work smooth and trouble free? We follow these rules:

- If you don't know something - ASK
- If you completed your task - INFORM
- If you're stuck - INFORM, INFORM, INFORM
- If you want to give feedback - JUST DO IT
- If you want to get feedback - JUST ASK
- If you're lost and don't know what to do - reach the HR



We are Agile – in a sane way

Every project at Idego is managed in an agile way, however the specific workflow may vary to align with project & team context. Sprints may have different lengths, ceremonies are chosen by the client and the team, but we are taking the PM triangle seriously.





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Work culture

At Idego you will NOT face the project where everything is fixed or everything is frozen. Also, being agile does not mean, that you will be asked to work in a couple of projects in the same time.

What works best for us is focus: so we follow one project per developer rule. At Idego agility is about quality and communication. Development team with PM or PO establish the best workflow and process, make decisions about the tools, and follow progress on daily basis.

We stay in constant touch with a client, transparently delivering new functionalities as well as providing reliable constructive feedback.



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Work time!

First of all:

you choose your working hours. The golden rule is to plan them to be available between **8:00 to 18:00 CET** and work 8 hours per day, but exceptions are also possible – just remember to let your project team and client know about them, to avoid hide-and-seek situations :)

Hint:

when you start your workday say hello on our **#have-a-great-day** channel. It's quite cool to know that you're here!

For the process & workflow:

Asana, Trello, Jira and **Git** are our best friends! We spend a lot of satisfying time together, although configuration may vary between projects.





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On-site or remote

We are highly remote friendly. Our team members work from wherever they prefer, what actually means above 15 different places in Poland.

At the beginning of our cooperation we establish the basic mode: **100% on-site, 100% remote**, or i.e. on-site (3 days/week)/remote(2 days/week).

Each and every combination is possible but if you need to make changes in the schedule (for example you are at the office each and every Tuesday, but there's one week that you want to work fully remotely):

- **Discuss it with your project team**
- **Mark it in the shared calendar**

Enjoy! :)



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Let's share

Well, apart from spontaneous ones and those that are necessary for project workflow (sprint planning, dailys, retrospections), there are four types of meetings you may expect in Idego:

1. **Regular lunches** 3 times/week — just the opportunity to eat something together in our office in Gdynia
2. **Spontaneous follow up** — what's going on in the company, in the projects, just sharing our achievements and plans. Sometimes we use hangouts so you may participate even working from the beach, and sometimes we meet in one location.
3. **Parties. Ohhh, those parties.... :D**
4. **Online integrations** — We even want to spend time with each other virtually. That is why we organize various types of games and activities in the online world, where communication and team cooperation are also necessary to achieve the goal - winning!



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Training time!

We believe in constant learning, so we create a lot of opportunities to upgrade our skills.

If someone wants to take first steps in completely new subject, we'll give the access to Team Treehouse. New courses are waiting here!

If you want to increase your fluency **in English, German**, you'll have that opportunity during weekly conversations with native speaker.

If there is a **need of something** specific due to technological stack in the project – just inform and we'll arrange that.





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Share the knowledge

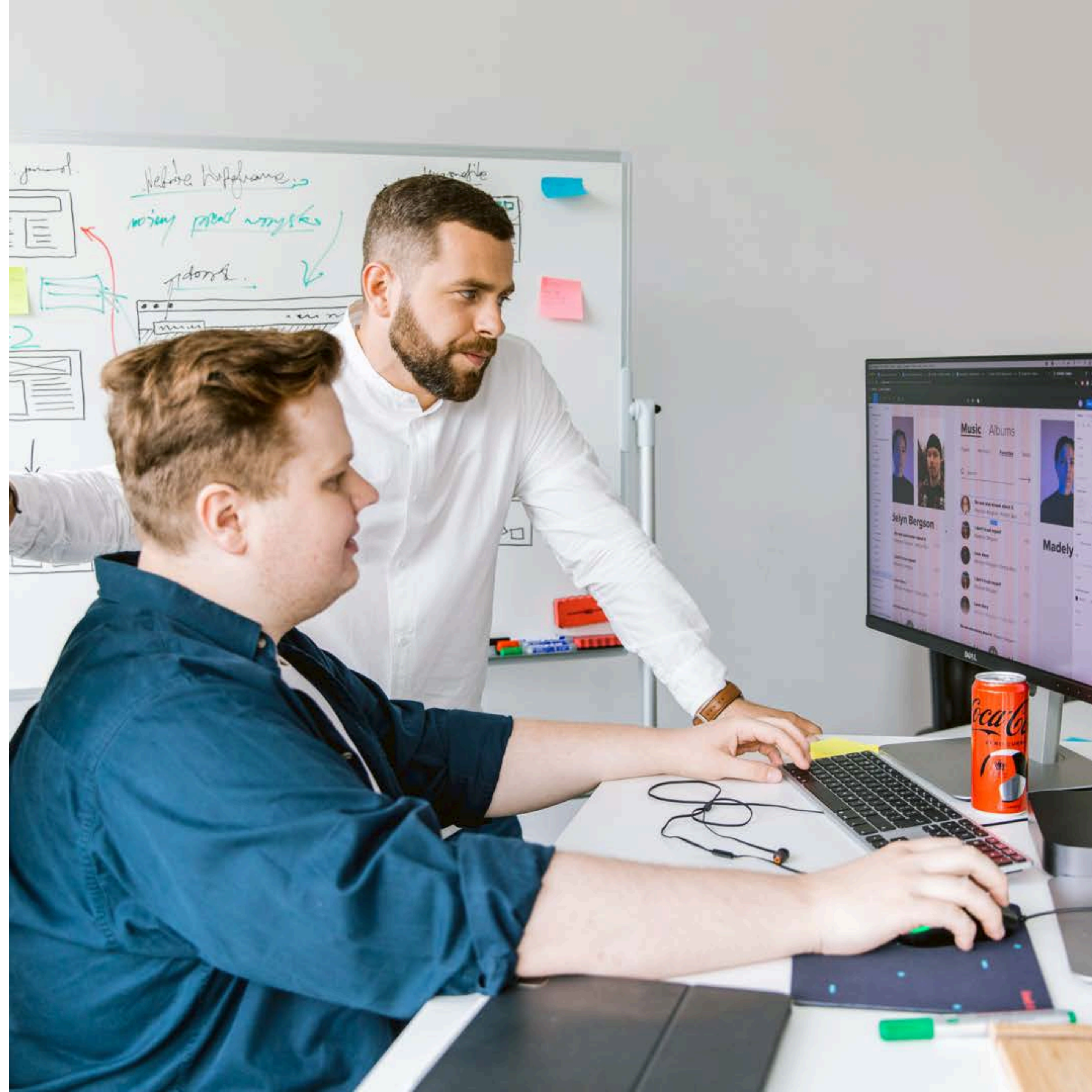
We don't waste our skills and want to share our knowledge within the team.

We create our **internal base** where we picked best practises to make our life easier :)

Moreover, we have our **own library where we collect books** which we find useful.

On a regular basis we organize different events, like **lighting talks** and blogs, where everyone can share their knowledge and gain new skills learning from colleagues.

We shouldn't forget about everyday sharing. **Everyone here is eager to teach you something and help you solve problems which you face.** Don't hesitate to ask!



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Let's have fun with us!





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Testimony

What's cool is when you work on a project, you can talk it through with your team, there's brainstorming and no one tells you how you should work.

Nina Python Developer



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Read our blog!

Summit 2022

Diversity is here to embrace & celebrate.

Retention tips from the internet vs 56 software developers

Idego Pytech Challenge

Terraform collaboration challenges and how to tackle them

Infrastructure as code- make life easier with terraform

Original research: What ordinary people think about software developers



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Idego helps

Virtual adoption of our snake

As a company with a background in Python, we decided to adopt and provide financial support to one of the wards of the Epicrates Foundation. In October 2020 our team was joined by the Royal Python – Bursztynek.

Idego Ghostbusters

For halloween we prepared an online game for employees who took on the role of Ghostbusters to solve riddles. The reward was to designate a charity for which the company provided financial help.

WOŚP

Supporting the Wielka Orkiestra Świątecznej Pomocy is our little tradition. We organize internal challenges and auctions thanks to which we collect help for the most needy together with the foundation.

Support to Ukraine

Idego decided to give home to some Ukrainian families in the flats we had.

Also we hosted Ksenia an Ukranian girl that needs an office to work, so we bring her a space into our office in Gdynia.



Let's stay in touch!

If you want to join Idego, send your CV to us - hr@idego.io

All our open positions are available on our website.

You can follow us on:

