

Hello!

It's nice to meet you!

Would you like to know more about Idego?





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...

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 70 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.

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 **Eureka Restaurant** or **Parkowa Bistro**.

We are here – click on the icon



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.

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Great
Place
To
Work®

Certified

AUG 2020 - JUL 2021
POLAND



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The ambience of Idego

1

HONESTY

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

2

TRUST

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

3

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.

4

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!

The ambience of Idego

5

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.

6

QUALITY & INNOVATION

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

7

SOLUTIONS ORIENTED

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

8

HUMANITY

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

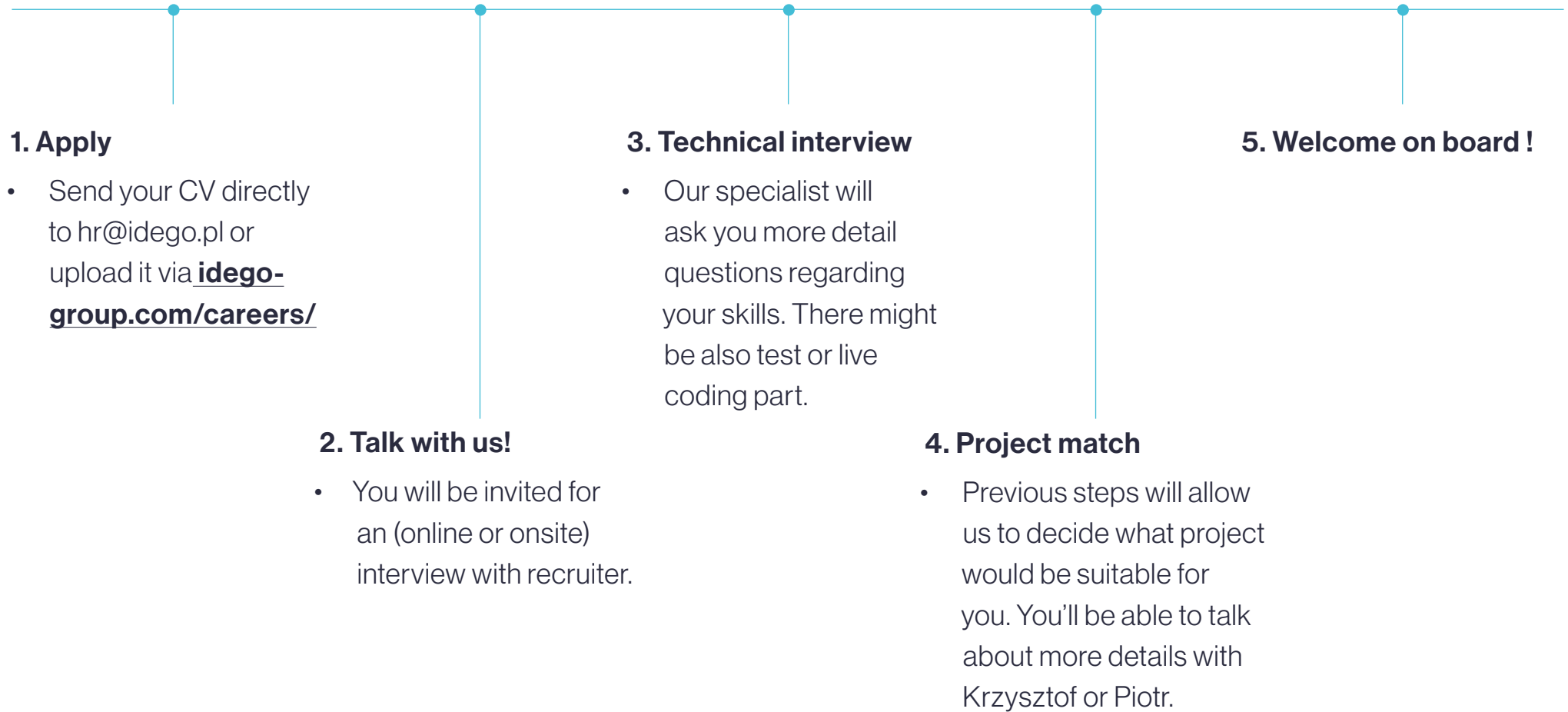
Not only fruits...

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!

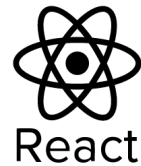
Join us!





Idego technology stack

Delivering software. Making things great.



Structure and roles

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

Development team

- Back-end
- Front-end
- Full-stack
- Project Manager

Internal services

- HR team
- Administration

Sales team

- Business development
- Marketing

External support

- UX & UI Specialist
- English Teacher

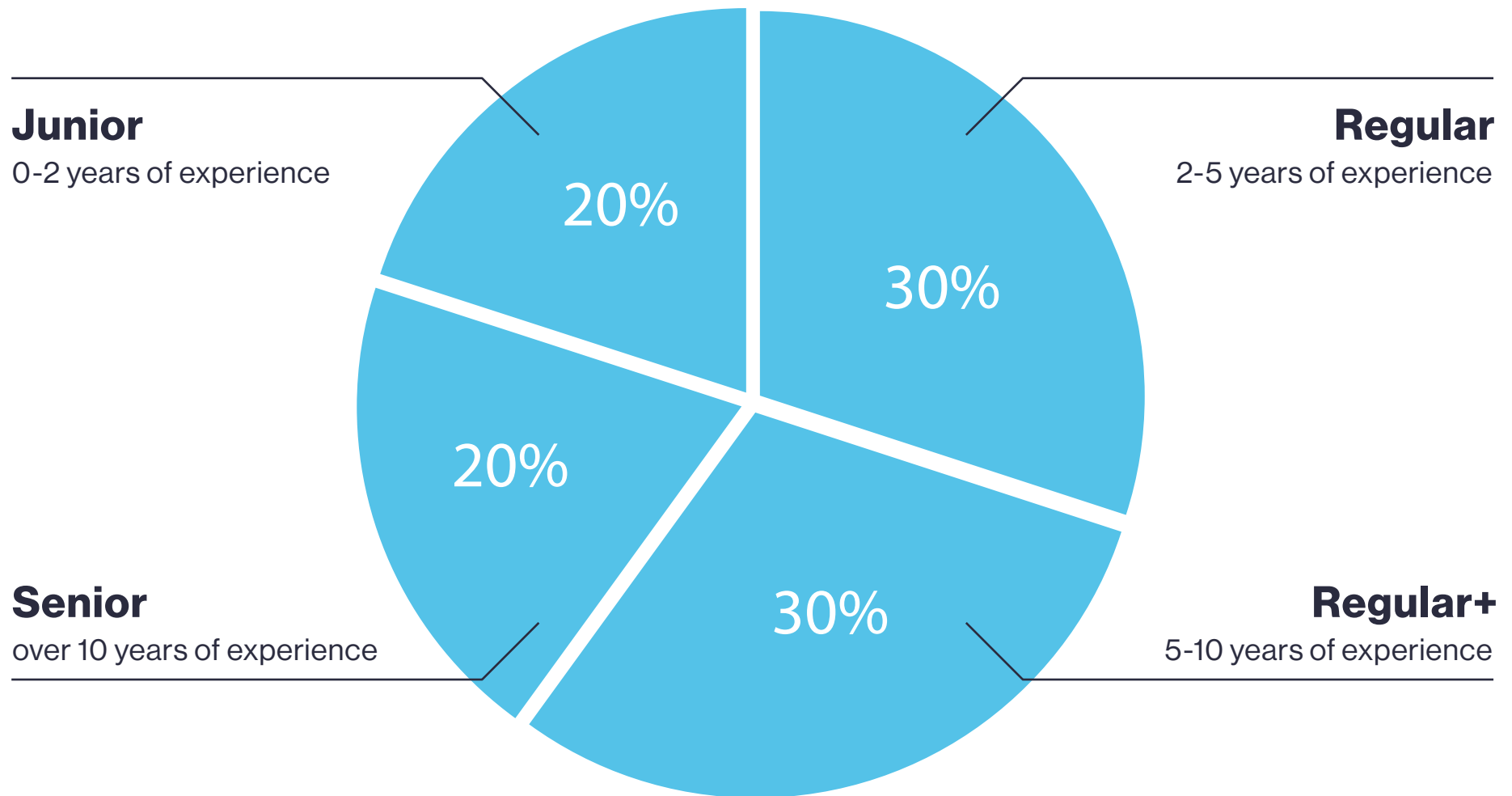


Making
things great.

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Idego Development Team



Career - empowered!

Intern

You probably joined us with better knowledge of front-end or back-end 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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I've started my journey as a python developer in Idego Group. And it was a great choice! Ever since then, I've participated in many projects and had an opportunity to develop myself, on many new grounds. As an employee, you are trusted here, your opinion counts, and your requests are always heard. Great people, great place, great food, great company!

**Marcin**

Idego developer



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.



Language lessons

Every friday we arrange english lesson with native speaker.

Various perks



Social room

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



Multisport

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



Private healthcare

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



Food and drinks

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



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.



Working with Idego offers a lot of independence and flexibility with organizing work time and tools I use, so I also feel more responsible for the projects and the final results delivered to the clients. As a remote developer from different parts of the country, it is important to me that Idego tries to stay in touch by organizing company events, so that the team can meet in person few times a year.

**Mateusz**

Idego developer

Works for us

What do we do to make our work smooth and trouble free?

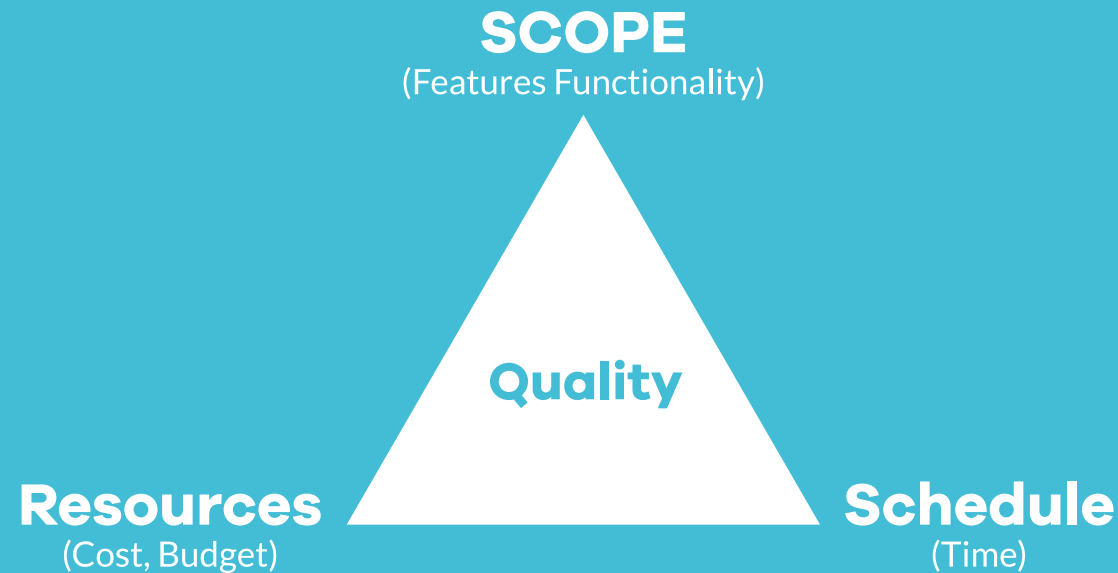
We follow these rules:

- 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 (**hr@idego.pl**)

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.

Work time!

First of all:

you choose your working hours. The golden rule is to plan them to be available between **10.00 and 16.00 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! :)

Fridays lunches

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

1. **Friday's lunch** — 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**

There's a handful of reasons why I like working with Idego team. One of them would be an openness towards working remotely. Other would be snacks, fruits, table football and occasional parties when visiting the office. But what I value the most is that I can work with open and resourceful people who like to share their knowledge and help to solve problems.

**Cezary**

Idego developer

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**, 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 **knowledge 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 so-called **Lighting Talks**, 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!

Let's have fun with us!



Harmless office traditions - but be aware ;)

We developed couple of **nasty habits** - it's quite comfortable to be aware of them :)

- if we draw something on the whiteboard, we make a photo, and then clean it. If you do otherwise - **beware!** Your drawing may disappear and be replaced by different one :)
- the same happens regarding the stuff that you leave on your desk. If you don't want it to be covered with stickers or other... things - hide it in your drawer!
- and if you leave your computer **unlocked** - it may happen that it sends some crazy email to everyone including your Mom.



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Idego is a perfect place for everyone who wants to develop his skills. Due to flat structure everyone is equal and all ideas are treated seriously. Supporting whole team with your skills is very satisfying and let us learn from others. I really appreciate that I can plan and prioritize my tasks by my own. And that's all in great atmosphere!

**Jakub**

Idego product designer

Read our blog!

Here you can find some of our favorites blog posts. Click on bolded link!

Do you want to start your career in IT? **Check out our Internship FAQ!**

Also you can read our subjective summary **who wants to be a programmer.**

Do you wonder what you should choose? **Python or PHP? We have the answer!**

Know your enemy - **5 popular practices that make your IT projects fail.**

Working from all over the world is our everyday life, so we'd like to share with you **7 tips to create remote friendly culture in a software house.**

Idego helps



Virtual adoption

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 2020 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.



#GaszynChallenge

In June 2020 we were nominated for the #GaszynChallenge action promoting a fundraising for Tosia - a girl suffering from SMA syndrome. Idego team was not only happy to do push-ups but also gave its part in the charity collection.

Watch the video on youtube ->
<https://www.youtube.com/watch?v=lr8vAxTq-Yw>



Making
things great.

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Software
Custom
Development
Company

Let's stay in touch!

If you want to join Idego, send your CV to us - **hr@idego.pl**. All our open positions are available on our website.

You can follow us on:

Quora

glassdoor

crunchbase

facebook

Instagram

Medium

Clutch

dribbble

LinkedIn



Idego —

contact details

IDEGO GROUP Sp. z o.o.

Al. Zwycięstwa 96/98

81-451 Gdynia

Mail: **hr@idego.pl**

idego-group.com/

idego-group.com/careers/