



STX NEXT

CULTURE BOOK

INTRODUCTION

H&M

Welcome to the world of sfx Nest. What you are about to read is the story of the company, which since 2006 has been providing customers from all over the world with solutions backed up by high-quality code developed over years of experience.

We are the largest Python software house in Europe, created by over 500 unique and creative people - enthusiasts of programming, agility and new technologies.

Our interdisciplinary teams create unique products that combine good practices, high-quality software and new technologies.

Discover our values, culture, projects and people behind them.



OUR STORY

GET TO KNOW OUR HISTORY



The company undergoes restructuring. From now on, we are called STX Herd.

2008

STX Herd was created

2016

We implement new technologies: Smart Meters, Geotag, Smartwatches, Wearable Internet of Things - IIoT.

2018

Continuing, National

2021

STX Herd goes global: a new branch is now called STX Herd (France).

2022

2005

Herd Enterprise was founded: creation of the office of STX Control Systems & Geomatics in France.

2013

We acquire the business: We create STX and STX Herd.

2017

We open our branch in Canada.

2021

STX Herd acquires an American: Interact Capital.

2022

We open two more branches in France: in Bordeaux and Clermont.

VALUES



Team Power

We believe in the strength of our teams. We work using agile practices in project teams, which greatly increases cooperation in our workflows. For us, this was a question for our local and remote team members. We work from the office or remotely, the choice is ours.



Software Craftsmanship

We always focus on the high quality of the solutions that we design, and this is thanks to our masterful programming teams. Our architecture consists of clean, reusable code and we are happy to share our experience and good practices. For us, and for our clients, it is not only what we do that matters, but also how we do it.



Continuous Improvement

We care about continuous development. We share knowledge and we are happy to learn. We believe that constructive feedback is the basis for good cooperation, which is why we organize regular Growth Reviews. We are not afraid to admit mistakes and we are happy to seek out improvements. We use individual training budgets, thanks to which we have a fast-paced career development in the company.



Transparency

We are transparent. We know our team goals and the objectives in which we can develop. The basis of our successful communication is based on clear and logical rules, even though we discuss this with each employee individually. We have regular meetings with our executives to keep up to date with what is happening in the company.



Win-win

We want to be a partner for each of our associates. If a given solution is somehow better for both parties, we give it up. We try to see the rules of cooperation together because we believe that the best solutions are those that really everyone.

PROJECTS

Working in a software house like STX Next means lots of opportunities to develop for a variety of different professionals, regardless of their seniority level. We work on technologically diverse projects for clients from many industries and different corners of the world, which allows us to constantly grow by learning in action or from each other.

Over the years, we have worked with companies such as Unity Technologies, Mastercard and Eurolines. We don't restrict the global growth of our client strategy. This is why we have a chance to both develop powerful, already existing systems and build applications from the scratch from scratch. Everyone here can find an area in which they will feel particularly strong. Finance, sports, cities games - these are just a few of the industries that we have worked in.

What is our strength in executing even the most complex projects? Multidisciplinary team! We first determine what competencies will be necessary for the challenge and then we complete a team of experts from various fields such as backend, frontend, QA, DevOps, UI/UX. This allows us to proceed through all phases of application development: planning, design, building, deployment and maintenance.

In STX Next we develop projects mainly for foreign clients. We are present on the market in the UK, Germany, the US, the Netherlands, France and South America. Most of our branches are located in Poland. We have opened an office on the other side of the Atlantic Ocean, in Mexico. This makes it easier for us to work with companies based in the US, and our projects have gained a new pool of IT experts.

In STX Next every year we are gathering more and more IT enthusiasts, making us not only the largest Python culture house in Europe (also with strong JavaScript competencies) but also an organization that is successfully executing a growing number of exciting projects.

DEPARTMENTS

Unique code is created by exceptional specialists.

We started with a team of several programmers. We currently have over 400 members on board who deliver high-quality code on a daily basis. Thanks to our comprehensive skills, motivation for development and passion for work, we are able to meet even non-standard needs of our clients. We are experts in our areas. We know how important feedback and exchange of experiences are, regardless of the seniority level.

DEPARTMENTS



Python

With us, you will create specialized software based on Python with a wide range of frameworks and libraries. We keep up-to-date with new technologies. We have experience in many Python frameworks such as Django, Flask, FastAPI and more. That's why over 200 Python programmers, we have a huge international community of Python fans, which allows us to constantly improve each other for further development.

Technology stack



At STX NEST, we have many well-experienced expert colleagues in the company. That's why you will also be in the good company of the people that work with us. You can watch the efforts of the team management and directly work with people with 10+ years of experience and learn how to be a more effective leader and manager.

Michael Karmigak

DEVELOPMENT



JavaScript

By joining our team, you will take part in creating dynamic websites and web applications. We provide state-of-the-art components and interaction effects, we provide our customers with complete technical support and various solutions. We use advanced HTML functionalities efficiently, JavaScript. We have extensive experience in developing custom hardware, including the most well-known JavaScript frameworks: React, Angular and Vue.js.

Technology stack



STX NEXT



Hubert Kozłowski is a senior software developer with over 10 years of experience in software development. He is passionate about learning new technologies and has a strong focus on JavaScript. He is currently working on a project that involves developing a new web application using React and Node.js. He is also interested in the latest trends in web development and is always looking for new challenges.

Hubert Kozłowski

Senior Developer

DEVELOPMENT



Node.js

Node.js allows you to run JavaScript on both frontend and backend. Node.js can be found where servers and applications are built. The Node.js environment is also great for full-stack development. Building software with Node.js gives our developers great satisfaction, and support for it is constantly growing, among others thanks to the engaged community.

Technology stack

    Koa Express



Every team appreciates the HRM team's assistance, every specialist's contribution is appreciated and well rewarded. We also appreciate the team helping others learn programming (we always have an informal goal for the team to help each other learn something new or to learn for themselves the perfect solution to a given problem) working with great enthusiasm and participating in events that promote knowledge sharing.

Anna Dęgała
Backend Developer

DEVELOPMENT



Machine Learning / Data Engineering

We create custom solutions related to machine learning, artificial intelligence, statistical modeling, regression, anomaly detection, speech recognition and natural language processing. We and our team allow us to implement interdisciplinary projects and thus develop new technological solutions, such as ML, cybersecurity, blockchain, big data and cloud computing.

Technology stack



From the beginning, we've been inspired by a future, products and the best people. At the heart of STX Next are people, collaboration and challenges. Our motto can be summarized and summed up: I love the team with my experience, make connections, don't waste. I have made meaningful opportunities and I feel the team that can support you continuously in your next steps.

Evelina Wimerachit
Product Owner

DEVELOPMENT



React Native

Our experience in developing mobile applications dates back to 2014. Since then, we have greatly developed our skills in React Native and switched to cross-platform mobile application development, using TypeScript in all projects. At C&M, we implement independent mobile projects and our platform value network and full team are working on this, so agile and most of our application development and release processes are automated.

Technology stack:



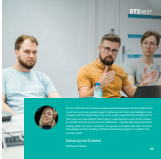
What makes this strength valuable for others? We have gained further experience in better high quality software development and therefore we are better at what others think only experienced developers. I can improve its different programming languages and I can become better at developing software and testing. In the company, there are many people that share your talent and who support you in practicing your skills.

Marlene and Cynthia
Backend Developer

DEVOPS

By providing better communication between operations and development teams, DevOps allows you to reduce the risk of any errors early. It can also help you implement new processes and apply them much faster. The activities of modern DevOps team include continuous integration, automatic deployment and configuration of the environment, both locally and in the cloud.

Technology stack



During 2019 Katarzyna Chudzińska contributed to STX NEXT team. She worked with people, supported clients and shared knowledge and experience. At the beginning of my work I was supported by a clearly laid out path. Everyone was familiar with a structured development of the company, its goals and the way work was efficiently managed. I started feeling like I was a member of a great company with high business knowledge and the ability to solve complex problems. I realized that a better path.

Katarzyna Chudzińska

Software Tester

PRODUCT DESIGN

Our Product Design team takes part in creating functional solutions that actually solve their users' every day. These solutions are able to solve a range of interfaces that are not only visually exciting but also all functional and useful. As a member of the Product Design team, you can be expected to be the UX artist.

Technology stack:

    **axure**

QUALITY ASSURANCE

Our testing team consists of experts in manual and automated testing. They detect and fix bugs in the code on a daily basis. Testing may be the domain of QA specialists, but quality assurance is the responsibility of everyone in the team. That's why we implement QA processes throughout the development process.

Technology stack:



Have thought about how much about the product development process and support. There is a group of great people who focus on development and cooperation. In my words, I value the open-mindedness, motivation, as well as the ability to learn and share. I like that working with international clients on projects from various industries. That's the beauty of it. And that's why I've chosen to work for STX Next. I'm proud to be part of the team that is always looking for new opportunities to grow the company.

Karolína Čiháková

Senior Software Engineer

PROJECT MANAGEMENT

Management at STX North is primarily about working with people and working on our goals. Our Project Managers take care of the proper course of the project, as well as building positive relationships with the team and the client. The support of Senior Managers and Product Owners is the foundation of an organized and structured workflow in our project teams. We work in an agile manner because we know that this is the best way to deliver the project efficiently.



Agile Center of Excellence

It is a department of STX North that brings together all Product Owners and Senior Managers. The presence of such a department has a positive effect on maintaining close relations with teams.



I was hired into the world of IT by STX North I started as an Office Assistant Service Assistant and later the further developing as a Head of the North Office in a leadership role. This was really with me as I saw that the role of a leader is to lead the team to achieve the best results. I found the leadership role of STX North very interesting and particularly important. I am very happy to be a part of the STX North team and I am looking forward to the future.

Anna Ojapala

Head of the North Office, STX North

PEOPLE & CULTURE

In the People & Culture Department, we cooperate with over twenty specialists in the field of recruitment, employer branding, communication, personnel administration, talent management and learning & development. It is thanks to our competitive and great practices developed over the years that we provide our candidates with a unique candidate experience from their first contact. We are transparent and like to share feedback.

SALES & MARKETING

The Sales and Marketing team members are experienced specialists who support STX Next in attaining business goals on a daily basis.

Our multinational, multilingual sales and marketing teams continuously meet their targets. Thanks to their support, STX Next has achieved high positions in prestigious rankings such as the Financial Times, 1000 and Deloitte Fast 100 Central Europe.



As STX Next marketing manager, I am responsible for the communication of the company and its services. It is one of my major responsibilities to bring them forward. It is a privilege to be part of the great relationships with local customers in sales and marketing. Moreover, the success is largely thanks to transparent communication and the opportunity to grow myself with new challenges and thoughts.

Peter Hane, Marketing

Manager Marketing Department

SEE HOW WE WORK

Positive communication, mutual tolerance, respect and feedback:

At STX Next, we want to build a culture of transparent, open and positive communication, based on mutual trust, respect, and striving for continuous development. These values are included in our Charter of Ethics.

We believe that sharing our ideas, comments, tips and appreciation for someone's work on a daily basis helps to create well-coordinated teams. As a result, we have a company where everyone feels part of the community - appreciated and welcome. On a daily basis, we apply the principle of equality and tolerance in all aspects of our activities and towards all people.



Flexible working hours

As you already know, right now in Stockholm, we focus on flexible working hours. We trust each other as we don't pay special attention to what time you are gone when clock time is only important that you show up at scheduled meetings and deliver your work on time.



Remote or hybrid work

In the office or out of the office? This is not relevant. We believe that everyone does their job regardless of the type of chair or that they sit at. What to work from home? Or what to come over to the office? Based on our regions in which we operate, you will find our office, however we like to have a choice.



Communication

We talk mostly on Slack. It is essential to work on current projects and to exchange knowledge, and supports discussions on other current topics. We promote positive ways of communicating. Believing in the important role of feedback, we promote guidelines of communicating. Believing in the important role of feedback.



Delivery Stream Updates

We operate based on inclusion groups into three Delivery Stream Communities: Transportation, Pollution and Industry & Energy. We meet regularly online to talk about current projects, exchange knowledge and make sure we are heading in the right direction.





Work your own way

Do you have a flexible working environment, mobile or GIG? We know that this reflects the content of working work, which is why we are flexible in this respect.

What is more, what kind of equipment you'll be working on every day? At STXHERT, we offer a choice of computer equipment between GIG and multiple, depending on your role.



Dresscode

In our company, there is no specific dress code that everyone should follow. We realize that appearance is an individual choice that defines us and builds our identity. We want to create an environment in which our associates will feel good. Wear whatever makes you feel comfortable, and make others feel good around you.

BENEFITS



Local community integration

We aim to integrate with people who are physically close to you. Take your quarterly budget to meet with local students.



Discounts at selected computer stores

We have signed partnership agreements with leading computer stores that we work every day with. As a student, you can get discounts in stores offering equipment from various manufacturers.



Workation

We value hybrid or remote work. Therefore, we also care about building team spirit which is why our teams have the opportunity to go on the so-called workation. Thanks to this solution, members can work together in a place of their choice, combining work with rest and leisure activities.



Multipoint

Each of us can join the voluntary Multipoint benefit which is co-financed by KfW bank. Thanks to this, you have access to an unlimited number of visits to sports facilities, once a day or 18 times a month.



Medicovert

At KfW bank, we have a contract with Medicovert, which offers private medical care. You can join the voluntary and co-financed Medicovert Absolute Premium medical package. Thanks to it, you can choose a second opinion, individual, personal family.



Group Insurance

Each member can join the group life insurance at KfW bank. The insurance can be voluntary, a person who cooperates with KfW bank as the basis of a contract for an indefinite period.



THE RECRUITMENT PROCESS

We take pride in the recruitment process at STX Next.

Despite working on the automation of the procedure, we do not forget about the individual approach to each candidate. At each stage of recruitment, mutual relations and respect are very important to us, which is why we want our conversation partners to be perfectly informed about what is happening with their application documents, how the next interview will proceed, or what the feedback is.

We keep the agreed deadlines immediately after making a decision, we inform the candidate about it, and we provide constructive feedback to each participant of our recruitment process after each stage of it.



1. Find the right person

As you know, it is a really "heavy" job to find and apply the right person to our team as people.



2. Show us what you can do

Technical evaluation is a good time to show your competence. The technical interview is a hands-on testing for what's performing tasks, team studies, and solving practical and theoretical questions. The whole meeting will take about 1 hour.



3. Let's get to know each other better

After closing your application with other us, most often, if we have some additional questions for you, we will want to arrange a short telephone conversation with you before the meeting. The meeting will last no longer than 10-15 min.



4. Time to make a decision

We know that after the recruitment - right at the end of the process of the recruitment process, we will have next to you with a decision and extensive feedback about the recruitment is completed, we will also be happy to know your opinion about the whole process - this is all part of it. Should you have any questions or comments, please don't hesitate to contact us. We will be happy to answer.

YOU'RE HIRED. WHAT'S NEXT?



Your first day.

On the first day you will take part in all day onboarding meetings. You will meet the people you will work with on a daily basis and you will start to familiarize yourself with the organization.



Your first week.

The first days in a new job are full of unknowns. Everyone wants to get through it. Don't hesitate to ask questions, we will be happy to answer them all. To make it easier for you to find yourself in a new place, you will take part in a feedback conversation with your supervisor. This will be a time to talk about how your onboarding is going and to answer any questions or address any needs that you may have.



Your first month.

After one month in a new job, you have already had many implementation talks and participated in your first projects. You will continue to receive continuous support of your team. You will learn what it means to be a successful team member and how to work with others.

INTERNAL EVENTS AND INITIATIVES



Hackathons

It's like to test our knowledge in practice, also through creative competition. We have already organized a lot of creative learning/hackathons. There are always our associates who come up with creative ideas, even sometimes they are well beyond of their work time as a computer!



Internal communities

What is the advantage of working in a large software house? For example, regardless of your specialization, you will find many other enthusiasts of your favorite technology in this way, we can develop and inspire each other. Common Work, a space to exchange knowledge and experience within the team and around technology is just a good start.



Internal boot-camps

We offer solid support in the form of internal boot-camps for people who need to change their industry, skills or technology in technology without changing jobs. Thus, without changing your job, you can change your career path.



At STX Next I have the pleasure to help people. I can support activities and processes that allow you to find the future. This comes in a company that can constantly progress. It also refers to the fact that you can challenge the technology and what really counts is the content and format regardless of how the opportunity to work with people. That's where I can learn from other people, find the best way to learn and it's accurate and the document better" and there are some questions about full-time students. Then the subject will show others how to get to know that there are ways to change.

Karim El-Egypti

Head of the new learning and new engineering

STX NEXT AFTER HOURS





ARE YOU THE **NEXT** ONE?



careers.stxnext.com