



STX|NEXT

CULTURE BOOK

INTRODUCTION

Hi!

STX Next is a global IT consulting company providing customer-focused software services using a wide range of the latest technologies including AI-powered solutions. We're driven by results and innovation, working with businesses of various sizes and from different industries including FinTech, AdTech, eCommerce, and more.

Over the years, we've developed a diverse expertise in crafting bespoke solutions for our clients. Our interdisciplinary teams excel in creating unique products that blend best practices, high-quality software, and emerging technologies.

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



OUR STORY

GET TO KNOW OUR HISTORY!

Acquisition by Public company Sellen

2008

STX Hertz goes global through
 financial restructurings in Europe
 (Hertz) - USA, UK, Canada

2022



2023

STX Hertz is formed as a
 financial subsidiary company

2005

STX Hertz acquires the
 business of Hertz Capital

2020

The acquisition of
 Hertz Global as STX



VALUES



Team Power

We believe in the strength of our teams. We work using agile practices in project teams, which is why remote cooperation is not a challenge for us. We are a partner for our local and remote team leaders. 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 specialist delivery teams. We architect solutions about creating value and we are focused about our experience and good practices. Focus, and for our clients, it is not only what we do that matters, but also how carefully 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 work on improvements. We use individual training budgets, therefore which we have a learning and development in the company.



Transparency

We are transparent. We know our current goals and the objectives in which we can develop. The level of our associates' remuneration is based on clear and logical rules, even though we discuss this with each associate individually. We have regular meetings with our associates 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 great solution is sometimes better for both parties, we give it up. We try to set the rules of cooperation together because we believe that the best solutions are those that really surprise.

PROJECTS

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

Over the years, we have worked with companies such as Unity Technologies, Mastercard and Executive Worknet, not only for global projects but also for local startups. This allows us a chance to both develop powerful, diverse, scaling systems and build applications from the so-called ground level. Everyone here can find an area in which they will feel particularly strong. Finance, sports, video 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 teams! We first determine what competencies will be necessary for the challenge and then we complete a team of experts from various backgrounds as backend, frontend, QA, DevOps, etc. This allows us to proceed through all phases of application development: planning, design, building, deployment and maintenance.

At 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 Poland mostly. Our main branch is located in Finland. We have opened an office on the other side of the Atlantic Ocean in Mexico. This makes it easy for us to work with companies located in the US, and our projects have gained a new part of IT experts.

At STX Next every year we are gathering more and more IT professionals, making us currently the largest Python software house in Europe (also with strong knowledge in JavaScript) that also as a 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 1000 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.

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. ML and AI often allow us to implement multidisciplinary projects and thus develop new technological solutions, such as full system-wide, distributed big data and cloud computing.

Technology stack



As a full-stack developer with great experience in various products over the last 10 years in the most parts of STX Next we provide independence and challenge. Our clients are the demanding, but knowing that I have the team with my experience make cooperation much easier. I have many development opportunities and I like the teams that encourage you continuously to improve yourself.

Evelina Wimmerich
Product Owner

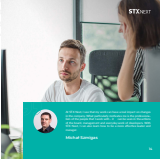
DEPARTMENTS



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 our 100+ Python programmers will have a huge knowledge of Python ecosystem, which allows us to constantly improve with other technologies.

Technology stack



As the Head of the newly established department of changes in the company, I will particularly contribute to the growth of the people that I work with. It is also worth mentioning that the team management and overall work of the company will be my main focus. I will be happy to be a strong effective leader and manager.

Michael Kuznetsov

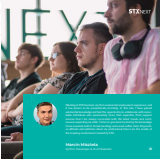
DEVELOPMENT



JavaScript

By joining our team, you will take part in creating dynamic websites and web applications. We pride us on our attention to components and interaction effects we provide our customers with complete, familiar support and service experience. We are also interested in front-end developer opportunities. We have extensive experience in developing custom front-ends, including the most well-known JavaScript frameworks (React, Angular and Vue.js).

Technology stack



Working at STX Next has been an incredible development experience, and it has allowed me to successfully switch to the role I have gained at another technology company. The opportunity afforded with STX Next, both internally and externally, was that we have that open doors that all of our employees will be able to work and work, based on their own interests and skills. I believe you have built the knowledge that we need both in terms of skills and in terms of people, as well as the experience that we have gained from the work of the company and the industry.

Marcin Mikulski

System Architect at STX Next

DEVELOPMENT



Node.js

Node.js allows you to use JavaScript on both frontend and backend. Node.js can be found where server applications are built. The Node.js environment is also great for full-stack web solutions. 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



Every team appreciates the time to work together, every specialized solution or additional task isn't impossible, the time helping each other, helping others to learn programming (we always have an assigned goal for the weekend) it requires a lot of work, but it's also a benefit for them that we participate in projects in order to provide our own working with great satisfaction and participating in events that promote knowledge sharing.

Anna Regalia
Backend Developer

DEVELOPMENT



React Native

Our experience in developing mobile applications dates back to 2008. 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 STX Next, we implement independent mobile projects and our proven value-oriented and full-teamwork working on this, as agile and most of our application development and release processes are automated.

Technology stack:



STX Next gives me the opportunity to broaden my horizons. Working for the company, my responsibilities have not only been diversified.

I find the opportunity to learn a lot as I receive the support of excellent mentors and colleagues, and I learn things throughout the experience.

That's what I value most about the work at my company.

There are many sides of the beautiful picture of this company. The effort is directed to the needs of employees.

STX Next has a plan for the company's future, which is the largest.

Interview: Björling

Product Lead

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 more often. The activities of a DevOps team include continuous integration, automatic deployment and configuration of the environment, both locally and in the cloud.

Technology stack



During 2019 Katerina is developing microservices. Her tasks are that services can be easily updated and share knowledge and concepts. At the beginning of the work I was supported by a highly skilled team everyone was helping this is what made development of the system so joyful and so my work went efficiently. I rapidly learned backend testing skills because I was part of a great system that had to share knowledge with the existing software testing program. I worked for a better team!

Katerina Chelidze

Software Tester

PRODUCT DESIGN

Our Product Design team takes part in creating functional solutions that actually solve their users' every day. These solutions are visible in a wide range of interfaces that are not only visually exciting but also of functional and useful. As a member of the Product Design team, you can be responsible for the UI/UX.

Technology stack:

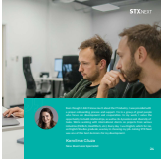
    **axure**

QUALITY ASSURANCE

Our testing team consists of experts in manual and automated testing. They don't write the code or a single test. Testing may be the domain of QA specialists, but quality assurance is the responsibility of everyone in the team. That's why we implemented QA processes throughout the development process.

Technology stack:



But though I still miss my old teammates, I appreciate a proper working process and respect that a group of good people who focus on development and innovation is by itself a value. The open-mindedness, initiative, as well as knowledge and thirst of skills that working with international clients on projects from various industries brings. I appreciate also that my teammates work for an international firm, which means it's always an opportunity to learn something new about the world business and development.

Karolina Churn

Senior Business Specialist

PROJECT MANAGEMENT

Management at STX Nord 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 environment, so know that this is the best way to deliver the project efficiently.



Agile Center of Excellence

It is a department of STX Nord 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 and in the world of IT by STX Nord I started as an Office Assistant Service Manager and later the better opportunity as a Team leader in the Product Owner role in a customer team. The new reality will surely challenge you, but the rest of satisfaction I found the feedback from my clients. I was not particularly surprised. Transparency is one of STX Nord's values that I appreciate. Now as a Team leader I share feedback management.

Aneta Czajkowska

Product Owner, Customer Support & Product Manager

PEOPLE & CULTURE

In the People & Culture Department, we cooperate with over twenty specialists in the field of recruitment, employee training, communication, personnel administration, event management and learning & development. It is thanks to our experience and good practices developed over the years that we provide our candidates with a unique candidate experience from the 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's activities, achieving business goals on a daily basis.

Our multilingual, 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, IHS and Sublime for the Canal Europe.



STX Next is a place where it can continuously develop by completing projects on a daily basis that increase the value of the company and contribute to the development of the company. Katiya of Zujima is a specialist in the recruitment and training department who works with a diverse and motivated team.

Katiya of Zujima

Human Resources 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

Are you already taking advantage of our flexible working hours? We trust each other so we don't pay special attention to what time you are gone alone, what time it's most 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 desk they sit at. Want to work from home? Or want to come back to the office? Set the boundaries in front of us always open for you.



Communication

We talk mostly on Slack. It is used both 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 excellence of communicating, believing in the important role of feedback.



Delivery Stream Updates

We operate based on delivery groups (like those Delivery Devs/Communities/Support roles). Folks and delivery & thought this more 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 specific working environment, needs or DSE? We know that this affects the content of working tools, which is why we are flexible in this respect.

Want to know what kind of equipment you'll be working on every day? At STXnext we offer a choice of computer equipment between 3 and 6 laptops, 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 workstations

Each quarter we host local workstations to utilize our resources. We collaborate during the day and enjoy leisure activities in the evening.



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. Nevertheless, 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 initiative, members can work together in a place of their choice, combining work with well-deserved fun.



Multiport

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



Medcover

At STX Next, we have a contract with Medcover, which offers private medical care. You can join the voluntary unit as the cost of Medcover. Thanks to it, you can choose from several options (individual, partner or family).



Group Insurance

Each member can join the group life insurance at STX Next. The insurance can be voluntary, a person who cooperates with STX Next on 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. HR

Are you interested in our offer? Thank you! We will contact you as soon as possible.



2. Let's get to know each other better

After sending your application we'll offer to meet online. Our HR team asks 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 1-1.5 hours.



3. Show us what you can do

Technical interview is a great time to show your experience! The technical interview is a two-part test: meeting focused on particular tasks, new challenges and asking practical and theoretical questions. The whole meeting will last about 1 hour.



4. Time to make a decision

We value your time and contribution – regardless of the outcome of the recruitment process, we will come back to you with a decision and share our feedback about the recruitment. It is important for us to be happy to cooperate again about the whole process – the end of one chapter doesn't mean any possibility of someone please don't hesitate to contact us. We will be ready 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 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 session then 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.

Three team calls in the 1st month. You have already had many implementation talks and participated in your first projects. You will count on the continuous support of your team. You will learn what those are, how we will do them and if from you.

INTERNAL EVENTS AND INITIATIVES



Hackathons

We like to test our knowledge in practice, also through creative competitions. We have already organized 101 innovation learning hackathons. There are always our associates who come up with ideas for ideas, even when there are no ideas for ideas. How do we do it?



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 field, a space to exchange knowledge and experience within the team and around technology is just a question.



Internal boot camps

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



Mark Hennings is a Senior Business Analyst, working algorithms in their algorithmic space. But he wants to learn more about machine learning, so he's taking an internal boot camp. He'll be learning machine learning, so he'll be able to build the future which is about the business and technology in an algorithmic world. How will it be? How will you change your career path and build your own future?

Mark Hennings
Senior Business Analyst



Mentoring

SE's most associates can take part in a mentoring session, which takes place in casual sessions with the person/supervisor. In the context of the initiative there is someone who mentors sharing his knowledge to ask questions and share feedback.

The program is based on trust and mutual privilege to support with one another participant works with established mentor. Each such mentoring process is voluntary. It has a beginning and an end. The program is designed for our new associates as well as those who already work with us.



SE's most associates that represent highly technological and high machine industry work in the business of support. In the field we get their job is to support others with their business. In addition, they provide a better work and more. The technology has been one of growth and all the best part is a position of quality which helps to the person understand the complexity of technology processes. In addition, they identify challenges, opportunities for personal growth with their own perspective, and work with their support people.

Eralp Karimova

2020



Lightning Talks

These events, presented about specific services with our colleagues from all teams during the week, are always interesting since that changed while working on our projects. During each 15-minute, you can learn about the cool things you managed to create in the project or even explain something that caused a problem. We can show how we solved that or what solution a new tool or code helped create or a tool that you have recently used. Usually, presenters introduce whatever you facilitate talking about.



She is a Manager in the Product Design Department at STX Next. It is always great to communicate with users throughout all stages of their process. Working closely with thought processes and identifying all requirements helps us to use a set of resources effectively and efficiently. We use the values: Agree, validate, understand. Make that make interaction with users fun, creative, with interesting developments and challenges.

Agneta Kucharskii
 @ Manager

STX NEXT

STX NEXT AFTER HOURS





ARE YOU THE **NEXT** ONE?



careers.stxnext.com