

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 Polish company Softax

2008

STX Next goes global. A new branch is established in Merida (Mexico) - USA, UK, DACH

2022



2005

STX Next is formed as a branch of a Dutch company

2020

STX Next acquires an investor - Innova Capital

2023

The appointment of Ronald Binkofski as CEO

VALUES



Team Power

We believe in the strength of our team. 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 international clients. 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 interdisciplinary teams. We are truly passionate about creating 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 and why 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, thanks to which we have a real impact on our development in the company.



Transparency

We are transparent. We know our career paths and the directions in which we can develop. The level of our associates' remuneration is based on clear and legible 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 given solution is not beneficial 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 satisfy everyone.

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 execute 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 Decathlon. We work not only for global giants but also for rising startups. This is why we have a chance to both develop powerful, already existing systems and build applications from the so-called green-field. Everyone here can find an area in which they will feel particularly strong. Fintech, 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 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.

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 Saudi Arabia. Our main branch is located in Poland. We have opened an office on the other side of the Atlantic Ocean, in Mexico. This makes it even easier for us to work with companies based in the US, and our projects have gained a new pool of IT experts.

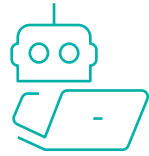
At STX Next every year we are gathering more and more IT enthusiasts, making us not only the largest Python software house in Europe (also with strong JavaScript competencies) but also an organization that is successfully executing a growing number of exciting projects.

DEPARTMENTS

Unique code is created by exceptional specialists.

We started with a team of several programmers. We currently have over 500 Nexters 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 interdisciplinary projects and thus develop in new technological directions, such as IoT, cybersecurity, blockchain, big data and cloud computing.

Technology stack



I'm a Product Owner and a great example that a history graduate can find her place in IT. The best parts of STX Next are people, independence and challenges. Our clients can be demanding, but knowing that I have my team and my supervisors make cooperation much easier. I have many development opportunities and what I like the most is that I can adjust its pace and intensity to my current lifestyle.

Ewelina Wiznerowicz
Product Owner

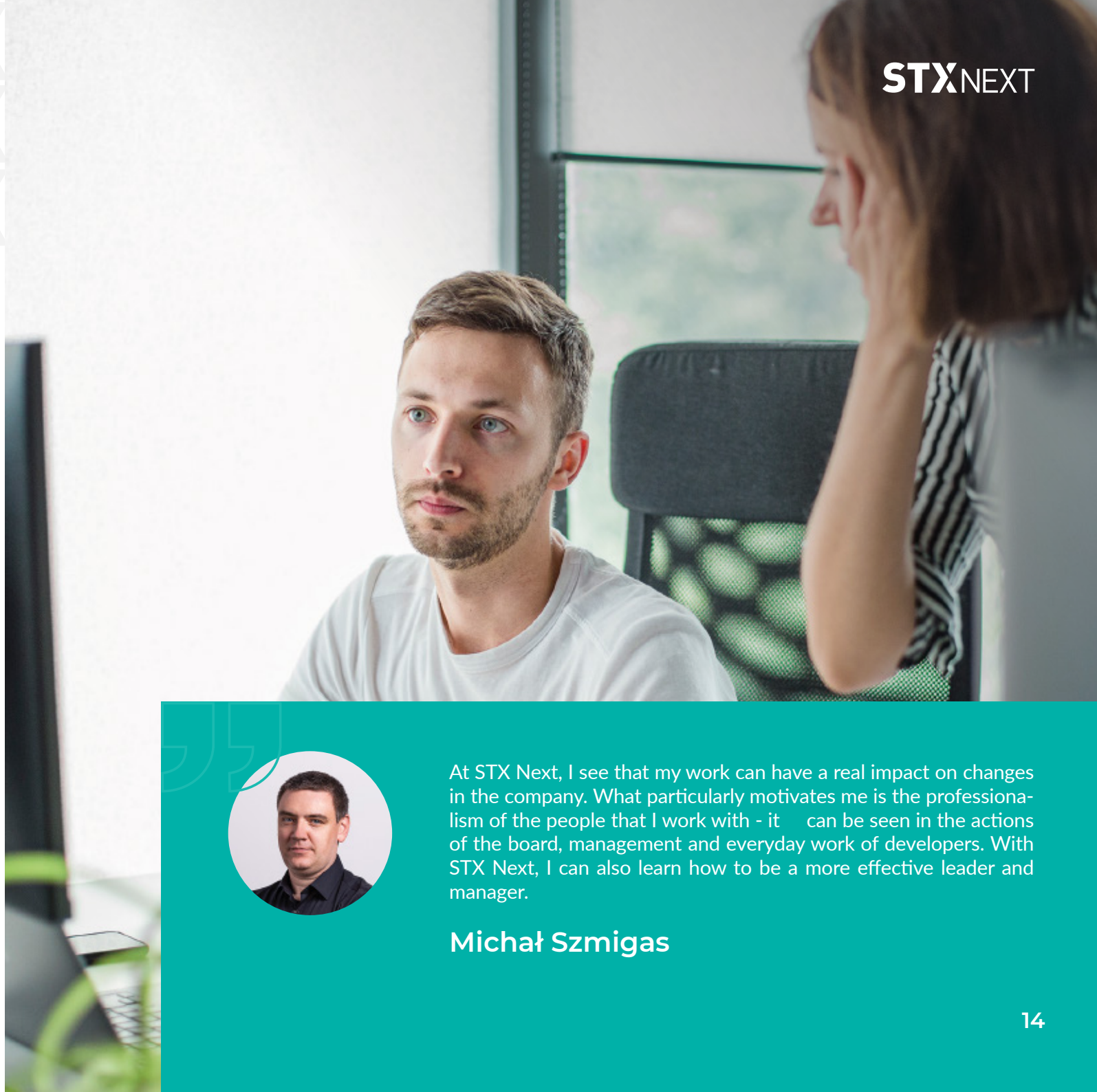
DEPARTMENTS



Python

With us, you will create specialized software focused 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. Thanks to over 150 Python programmers, we have a huge internal community of Python fans, which allows us to constantly inspire each other for further development.

Technology stack



At STX Next, I see that my work can have a real impact on changes in the company. What particularly motivates me is the professionalism of the people that I work with - it can be seen in the actions of the board, management and everyday work of developers. With STX Next, I can also learn how to be a more effective leader and manager.

Michał Szmigas

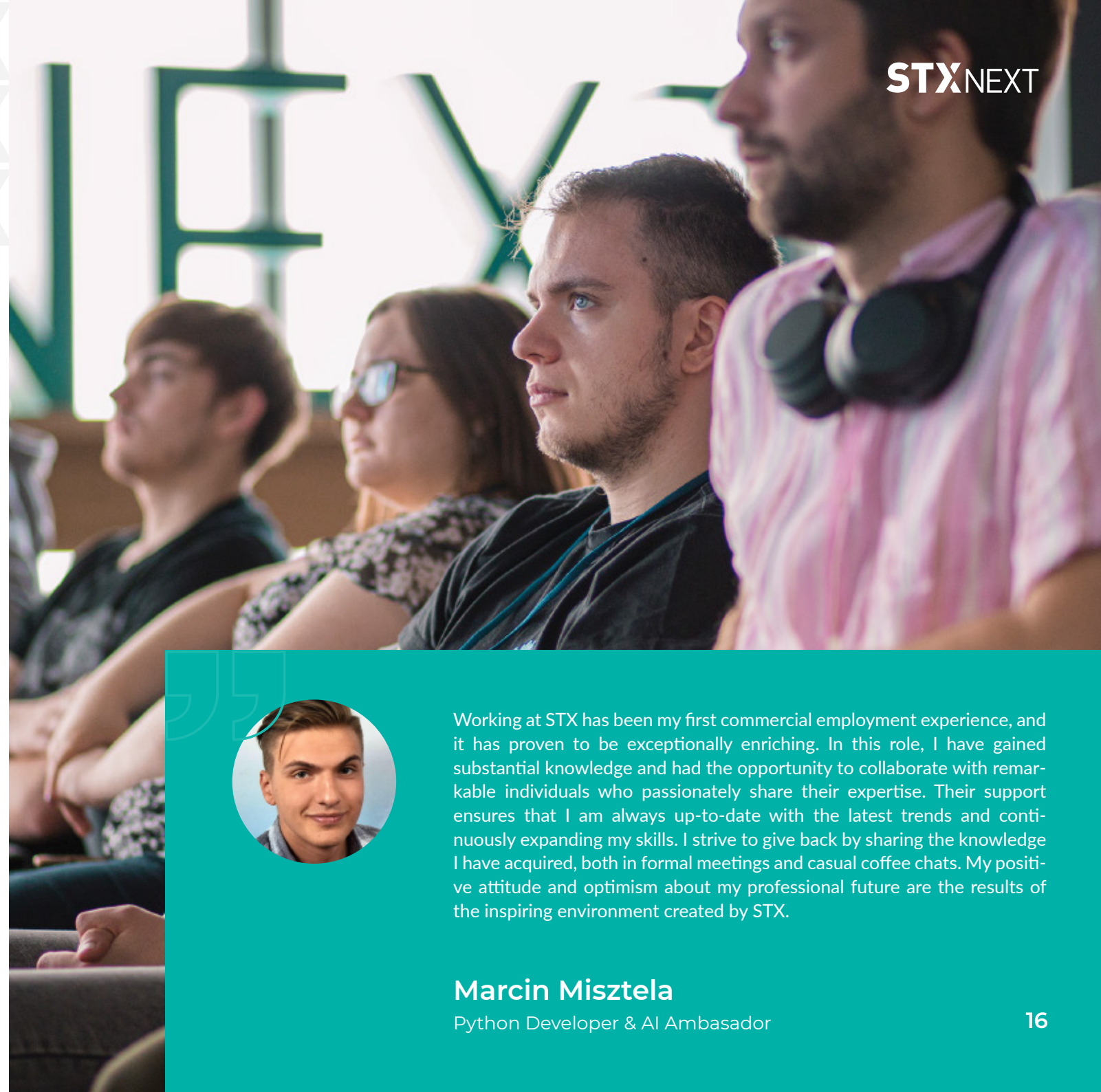
DEVELOPMENT



JavaScript

By joining our team, you will take part in creating dynamic websites and web applications. We provide state-of-the-art components and interactive effects, we provide our customers with comprehensive support and service assistance. We use advanced UI functionalities offered by JavaScript. We have extensive experience in developing custom JavaScript, including the most used JavaScript frameworks—React, Angular and Vue.js.

Technology stack

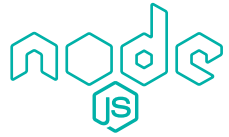


Working at STX has been my first commercial employment experience, and it has proven to be exceptionally enriching. In this role, I have gained substantial knowledge and had the opportunity to collaborate with remarkable individuals who passionately share their expertise. Their support ensures that I am always up-to-date with the latest trends and continuously expanding my skills. I strive to give back by sharing the knowledge I have acquired, both in formal meetings and casual coffee chats. My positive attitude and optimism about my professional future are the results of the inspiring environment created by STX.

Marcin Misztela

Python Developer & AI Ambassador

DEVELOPMENT



Node.js

Node.js allows you to use JavaScript on both frontend and backend. Node.js can be found wherever web applications are built. The Node.js environment is also great for IoT and cloud 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

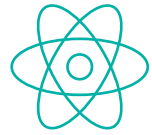


I very much appreciate that STX Next is involved in many open educational initiatives, in which I can take part. I especially like those targeting beginners. Helping others to learn programming has always been an important goal for me because I changed my profession myself and became a developer. Here I found the perfect conditions to pursue my career: working with great professionals and participating in events that promote knowledge sharing.

Anna Rogala

JavaScript Developer

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 STX Next, we implement independent mobile projects and complement what our web and IoT teams are working on. We are agile and most of our application development and release processes are automated.

Technology stack



STX Next gives me the opportunity to develop in many fields. Working for this company, my competences, hard and soft, have increased a lot.

I have the opportunity to mentor colleagues, influence the adaptation of innovative solutions and technologies, and influence changes throughout the organisation.

I feel that I have a real impact on the work of my colleagues.

Transparency is one of the important pillars of this company. The other is listening to the voice of employees.

With these two pillars, this is the company I have worked for the longest.

Marek Bryling
Practice 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 applications much faster. The activities of our DevOps team include continuous integration, automatic deployment and configuration of the environment, both locally and in the cloud.

Technology stack



For me, STX Next is all about people and development. Never before have I ever seen so many people eager to develop and share knowledge in one company. At the beginning of my work, I was supported by a buddy but in fact, everyone was helpful. This is why I could become a part of the company quickly and do my work more efficiently. I rapidly developed backend testing skills, became a member of a group of people who love to share knowledge and I'm starting a Python mentoring program. I couldn't find a better place!

Katarzyna Dubiel

Software Tester

PRODUCT DESIGN

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

Technology stack



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 implemented QA processes throughout the development process.

Technology stack



Even though I didn't know much about the IT industry, I was provided with a proper onboarding process and support. I'm in a group of great people who focus on development and cooperation. In my work, I value the opportunity to build relationships, as well as its dynamism and diversity of tasks. We're working with international clients on projects from various industries (FinTech, HealthTech, etc.). Every day I use English, which for me, an English Studies graduate, was key in choosing my job. Joining STX Next was one of the best decisions for my development.

Karolina Gluza
New Business Specialist

PEOPLE & CULTURE

In the People & Culture department, we cooperate with over twenty specialists in the field of recruitment, employer branding, 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 in achieving business goals on a daily basis.

Our multinational, multilingual sales and marketing teams continuously meet their targets. Also thanks to their support, STX Next has achieved high positions in prestigious rankings, such as the Financial Times 1000 and Deloitte Fast 50 Central Europe.



STX Next is a place where I can continuously develop my competencies and work on tasks in areas that interest me. Thanks to the experienced leaders and transparent communication I can always count on professional support whenever I need it. What I value the most in my daily work is the opportunity to use modern digital tools, and, of course, collaboration with my team.

Krzysztof Zajma

Digital Marketing Specialist

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 an early bird or a night owl? At STX Next, we focus on flexible working hours. We trust each other, so we don't pay special attention to what time you set your alarm clock for. It's 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 desk they sit at. Want to work from home? Ok! Want to come over to the office? Sure! Our headquarter in Poznań is 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 positive ways of communicating, believing in the important role of feedback.



Delivery Stream Updates

We operate based on industries grouped into three Delivery Zones (Commerce & Transportation, FinTech 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 favorite working environment, toolkit or IDE? We know that this affects the comfort of everyday work, which is why we are flexible in this respect.

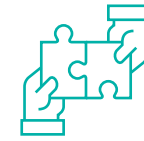
Want to know what kind of equipment you'll be working on every day? At STX Next, we offer a choice of computer equipment between Dell and Apple, depending on your role.



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 workation

Each quarter we host local workations to unite our community. 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 Nexter, 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 solution, Nexters can work together in a place of their choice, combining work with rest and integration.



Multisport

Each of us can join the voluntary Multisport 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 8 times a month.



Medicover

At STX Next, we have a contract with Medicover, which offers private medical care. You can join the voluntary and co-financed Medicover Zdrowie Premium medical package. Thanks to it, you can use one of several options: individual, partner or family.



Group insurance

Each Nexter can join the group life insurance at TU Aviva. The insurance can be taken by 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 interviews 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. Hi!

Are you interested in our offer? Attach your CV and apply! We will contact you as soon as possible.



2. Let's get to know each other better

After viewing your application we'll offer to meet online. 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 1-1.5 hours.



3. Show us what you can do

Technical verification is a good time to show your superpowers! The technical interview is a face-to-face meeting focused on performing tasks, case studies and asking practical and theoretical questions. The whole meeting will take about 2 hours.



4. Time to make a decision

We value your time and commitment – regardless of the outcome of the recruitment process, we will come back to you with a decision and extensive feedback. After the recruitment is completed, we will also be happy to know your opinion about the whole process. We are at your disposal. Should you have any questions or concerns, 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.

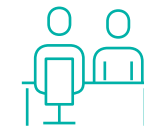
The first days in a new job are full of unknowns. Everyone went through it. Don't hesitate to ask questions, we will be happy to answer them all. To make it easier for you to find yourself in a new place, you will take part in a feedback conversation with your supervisor. This will be a time to talk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



Your first month.

You've been with us for a month. You have already had many implementation talks and participated in your first projects. You can still count on the continuous support of your team. You will learn a lot from us, but we will also learn a lot from you.

INTERNAL EVENTS AND INITIATIVES



Hackathons

We like to test our knowledge in practice, also through creative competition. We have already organized e.g. IoT or machine learning hackathons. These are always our associates who come up with hackathon ideas, so we can be sure that we will have lots of fun each time we compete!



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 Slack, 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 want to change their industry, switch from technology to technology without changing jobs. Thus, without changing your job, you can change your career path.



At STX Next, we forge AI warriors, crafting algorithms as sharp as Spartan spears. Our AI arena is where data battles complexity, emerging as streamlined solutions. Python is our blade; machine learning, our shield. Join us to sculpt the future, a future where AI dominates and victory is in intelligence refined. Stand with STX Next; together, we conquer industries, one neural network at a time. To glory!

Bartłomiej Roszak

Head of Artificial Intelligence



Mentoring

STX Next associates can take part in a mentoring session, which takes place in consultation with the person's supervisor. At the center of the initiative there is a mentee who wants to develop, is not afraid to ask questions and share feedback.

The program is based on trust and its main principle is 1:1 support, which means that each participant works with a dedicated mentor. Each such mentoring process is summarized - it has a beginning and an end. The program is designed for our new associates as well as those who already work with us.



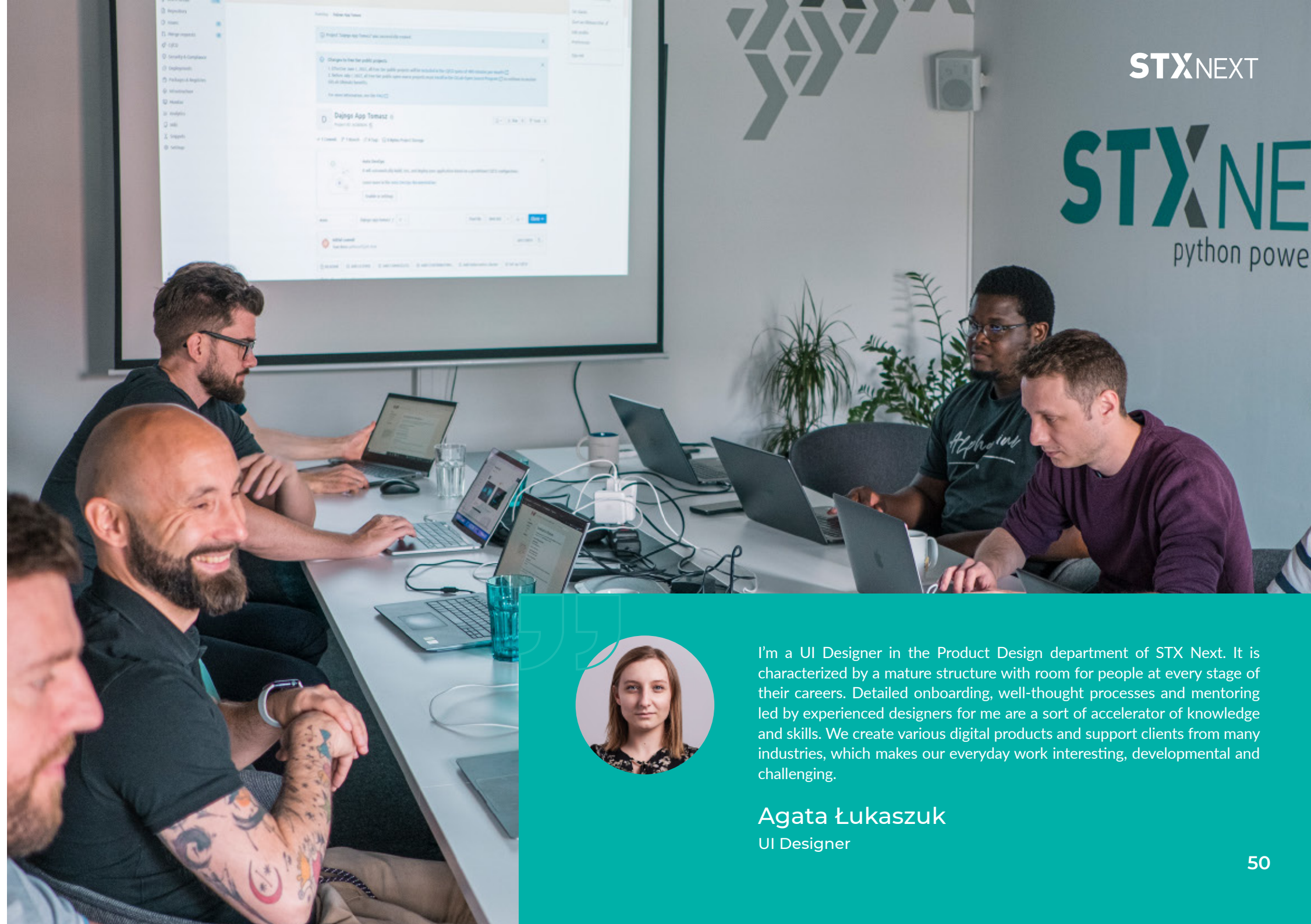
STX Next is a company that consciously builds its technological stack right from the founding years. On the backend of Python it supports Node.js. On the front we've got React, Vue, or Angular. Mobile solutions take us to ReactNative. DevOps specialize in AWS, GCP, and Azure. The Product Design team takes care of good UX and UI. The test team is a guardian of quality, while Agile attends to the process and product. The multiplicity of technologies, processes, roles means multiple interesting challenges, opportunities for personal growth within chosen specializations, and work with truly inspired people.

Łukasz Koczvara
COO



Lightning Talks

Once a month, we organize short speech sessions with our colleagues from STX Next. During the event, we discuss interesting issues that emerged while working on our projects. During such a speech, you can boast about the cool things you managed to create in the project or warn against something that caused a problem. You can show how an unusual task was solved, introduce a new tool or make a short review of a book that you have recently read. Basically, you can talk about whatever you feel like talking about.



I'm a UI Designer in the Product Design department of STX Next. It is characterized by a mature structure with room for people at every stage of their careers. Detailed onboarding, well-thought processes and mentoring led by experienced designers for me are a sort of accelerator of knowledge and skills. We create various digital products and support clients from many industries, which makes our everyday work interesting, developmental and challenging.

Agata Łukaszuk
UI Designer

STX NEXT AFTER HOURS





ARE YOU THE **NEXT** ONE?



career.stxnext.com