



# Welcome to VentureDevs



# Meet the team


## 01 Who we are

- THE VENTUREDEVS STORY
- OUR VISION AND PRINCIPLES

## 02 Building the Community

- #OFFICELIFE
- #REMOTELIFE
- #ADVENTUREDEVS

## 03 Building Next Level Software

- HOW WE DO IT
  - OUR CLIENTS
- 
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# The backbone of the VentureDevs story is the people

We've been founding and growing successful tech companies together for over a decade. In this time, we've amassed an amazing network of highly talented technical specialists. Plus, before we met, Wojtek founded Grono.net - the Facebook of Poland, which turned into the largest Django/Python site at the time with over 2 million users, a team of 60 and investment from Intel Capital.

After selling our most recent venture together, we started receiving requests from business leaders we knew who simply couldn't find a development solution that worked for their quickly growing companies. So, we reached out to the tech network we had built to create a team who could help. Before we knew it VentureDevs was born.

It started out as a handful of people working from an apartment in Poznan and in 2 years has turned into 90 people spread globally across multiple offices. Throughout this growth, what remains the same is we continue to root our vision in the team we're building and the people we work with.

*Joe*  
Joe Gardner  
CO-FOUNDER, CEO

*& Wojtek*  
Wojciech Sobczuk  
CO-FOUNDER, CTO





# Our vision

...is to create a global community of innovators; together we are reinventing the way software is built.

## Our founding principles:



**EMBODY AN  
ENTREPRENEURIAL SPIRIT**



**BE A GREAT  
TEAM PLAYER**



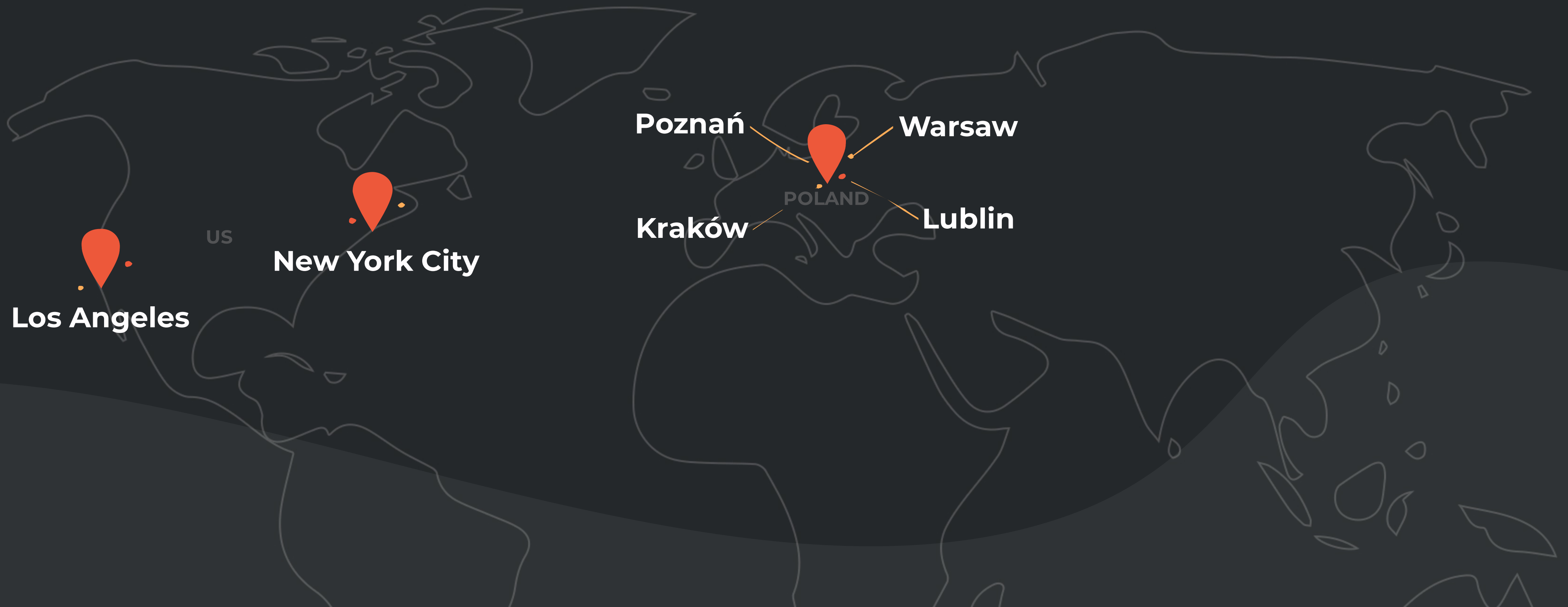
**BE PASSIONATE  
ABOUT OUR COMMUNITY**



# Where you can find us

**#REMOTELIFE:** DON'T SEE YOUR CITY?

Still apply! We've been distributed since day one, and location doesn't make it or break it at VentureDevs.





"VentureDevs is a company where people put their trust in each other - something not commonly found at other companies I've worked at. Here I'm given the space to grow both from the technical and personal perspectives. I am also given the opportunity to implement my own ideas, for example helping organize a new Meetup series."

Przemysław Murawski

FRONT-END DEVELOPER

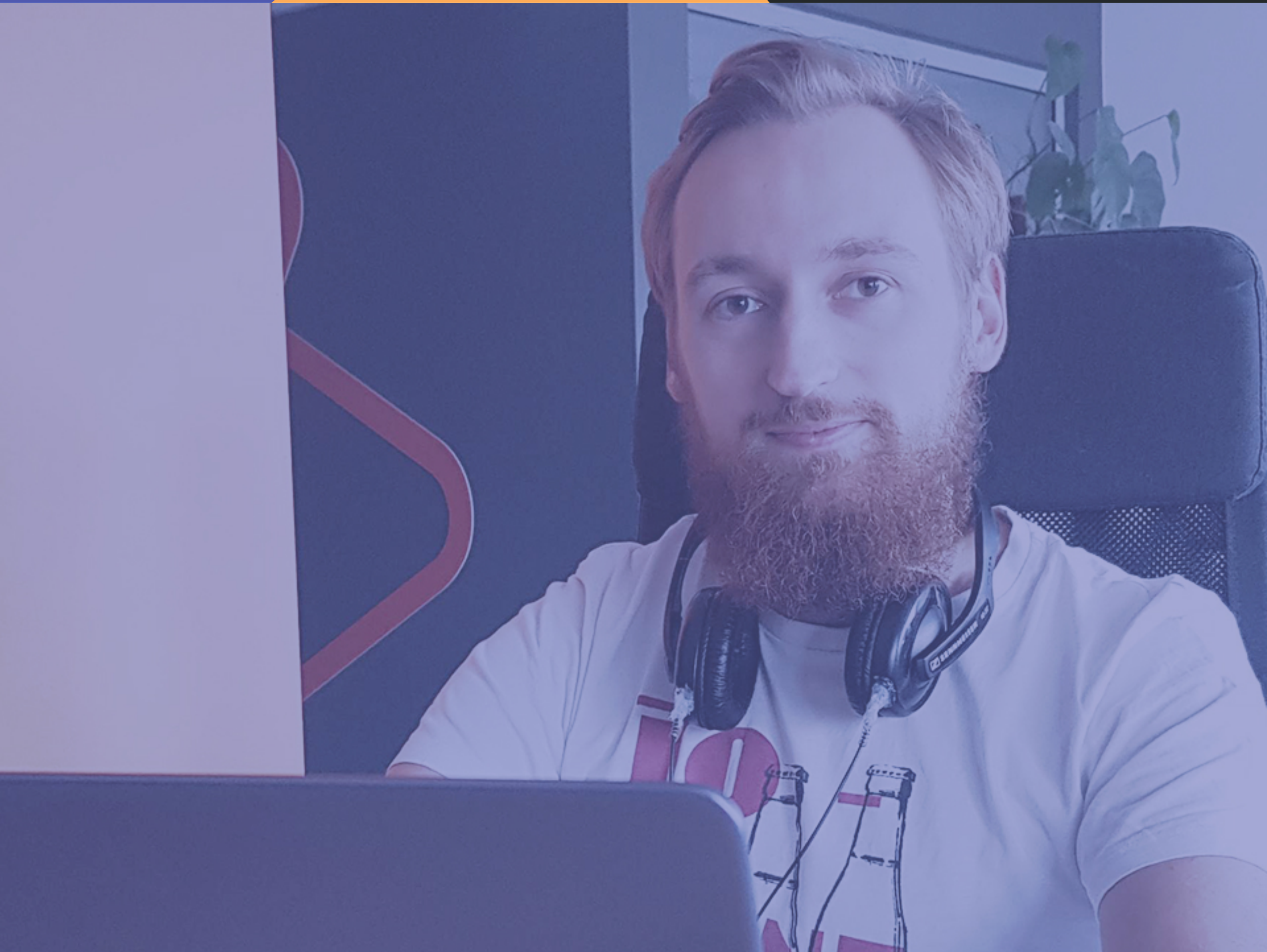


"At VentureDevs I'm able to work on a project related to my passion - music. Each day is inspiring and an opportunity to build my skills. On top of that, I have met many people here who help make the adventure truly unique."

Łukasz Najbuk

FRONT-END DEVELOPER





## #OfficeLife

When I'm not working remotely, I love coming into the office. VentureDevs has comfortable space, the best equipment, and, most importantly, a warm atmosphere. It's a place where you can have face-to-face chats as professionals and as friends...while playing FIFA or darts.

Filip Waligórski

PYTHON DEVELOPER



# #OfficeLife

**Interested in a position at our Lublin or Poznan office? Here's what to expect:**

- ✓ Arcade games
- ✓ A dedicated video game and chill out room
- ✓ A (fast growing) internal library
- ✓ Pizza days, holiday celebrations, and snacks
- ✓ Fancy coffee machines - Because what's an office without one?
- ✓ Group volunteer opportunities through #VentureVolunteers
- ✓ In-office, team-led meetups with speaking opportunities
- ✓ Office Days where we choose a new topic each month to learn about as a team
- ✓ Bi-weekly breakfast cook-offs hosted in the office kitchen
- ✓ Dog friendly because our 4-legged friends make life - and work - better







**As a distributed company, we focus on the perks that apply regardless of if you're in office or not.**

- ✓ Opportunity to work with some of the world's fastest growing companies
- ✓ Ability to make a direct impact on client products and internal products
- ✓ Professional growth budget to put towards trainings, workshops, and conferences
- ✓ English lessons available for all employees
- ✓ Work from our office or at home, you choose
- ✓ Opportunity to travel between offices and to see US and European clients
- ✓ Committees led by employees to plan internal events and contribute to company strategy





## #AdventureDevs

**We're building a community of friends who we want to work with, learn from, and of course, have fun with. Work-life balance matters at VentureDevs. What we like to do together after work:**

- ✓ Happy hours
- ✓ VentureVolunteers charity opportunities
- ✓ Employee-led coding courses (for free!)
- ✓ Weekly sports and activities like badminton, bowling, kayaks, camping, hiking, skiing, marathons, and triathlons.





"There are really great people at VentureDevs. I run a programming course for my teammates after hours because I believe in them and want to invest time into helping them grow."

Michał Matczuk

FULL STACK DEVELOPER



"I started work at VentureDevs as a front-end developer, but thanks to the amazing development opportunities here, I've since learned Python and now I am now a full-stack engineer."

Marlena Sykuła

FULL STACK DEVELOPER



„VentureDevs was my first workplace where I could put theory into practice. Thanks to the care of more experienced colleagues, I have quickly improved my skills and started working for external clients.”

Mateusz Greczycho

QUALITY ASSURANCE

# How we build Next Level software

We always use best-practice approaches and modern technologies, and we are constantly experimenting to find better ways of creating software. For process, our bread and butter is Scrum and the Agile Manifesto is our North Star.

## Scrum at VentureDevs means we:



Believe knowledge comes from experience



Work in dedicated & self-organizing teams



Deliver business value through short sprints



Cooperate closely with all stakeholders



View good communication as key to awesome products



Dedicate ourselves to maximum transparency

**And above all, we are always improving our processes and expanding our competences through knowledge sharing, workshops, and professional development opportunities.**

# The technologies we love



## We work across industry verticals. Our top industries:

FINTECH

MOBILE

AUTOMOTIVE

IOT

CRYPTO

ECOMMERCE

AVIATION

BIOTECH

BLOCKCHAIN

ENTERTAINMENT



## An award-winning product development firm

We are passionate about technology and creating products that drive growth.  
Our bread & butter:



Mobile, Desktop,  
and Web Applications



Product strategy



UX / UI  
Product Design



Frontend Website  
Development



Backend  
Infrastructure



Devops, Server  
Support, and QA



## Client Case

# Fair

### CHALLENGE

One of LA's fastest growing startups, Fair is pioneering the car-as-a-service industry. Fair came to us needing to speed up development and expand nationally in order to increase their market advantage.

### SOLUTION

We plugged a custom scrum team into Fair's existing operations, reducing in-house workload and expediting product development. Our work led to Fair growing its dealership program by 12,000%.

### BACKEND

- ✓ Ruby on Rails
- ✓ Postgres
- ✓ GRPC
- ✓ Microservices
- ✓ Kubernetes

### FRONTEND

- ✓ React
- ✓ Redux
- ✓ Mobx
- ✓ CSS Modules



## Client Case

# i am Other Ventures

### CHALLENGE

Pharrell Williams's collective, i am Other, had an idea for an app to better connect musicians with their fans. With an ambitious MVP plan, they needed a partner to help them quickly transform their idea into a product.

### SOLUTION

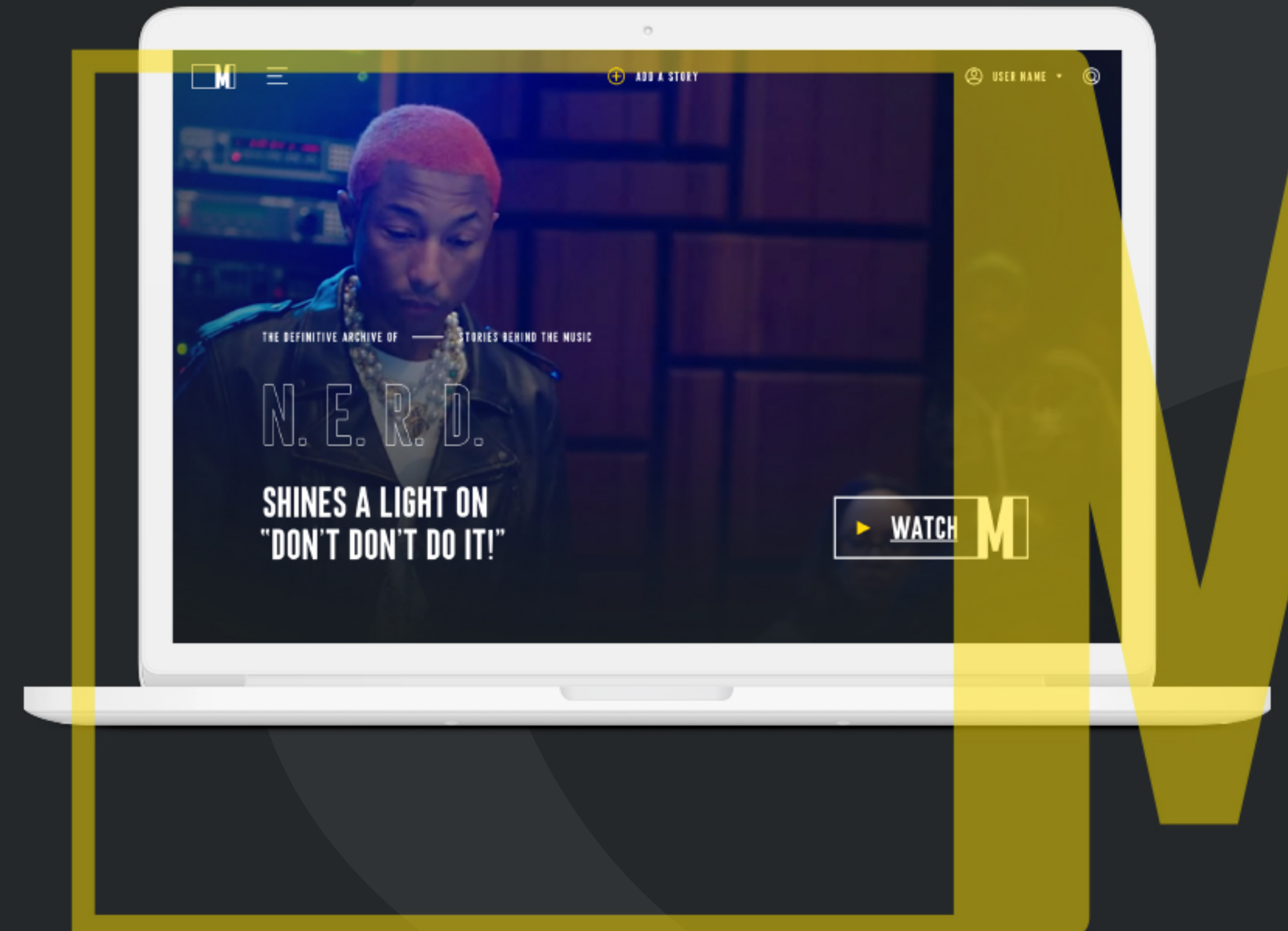
First, we worked with i am Other to optimize their product idea through our Discovery Workshop. Then, we deployed a full scrum team to build the beta version, accelerating time to launch and releasing the app to 60,000 users.

### BACKEND

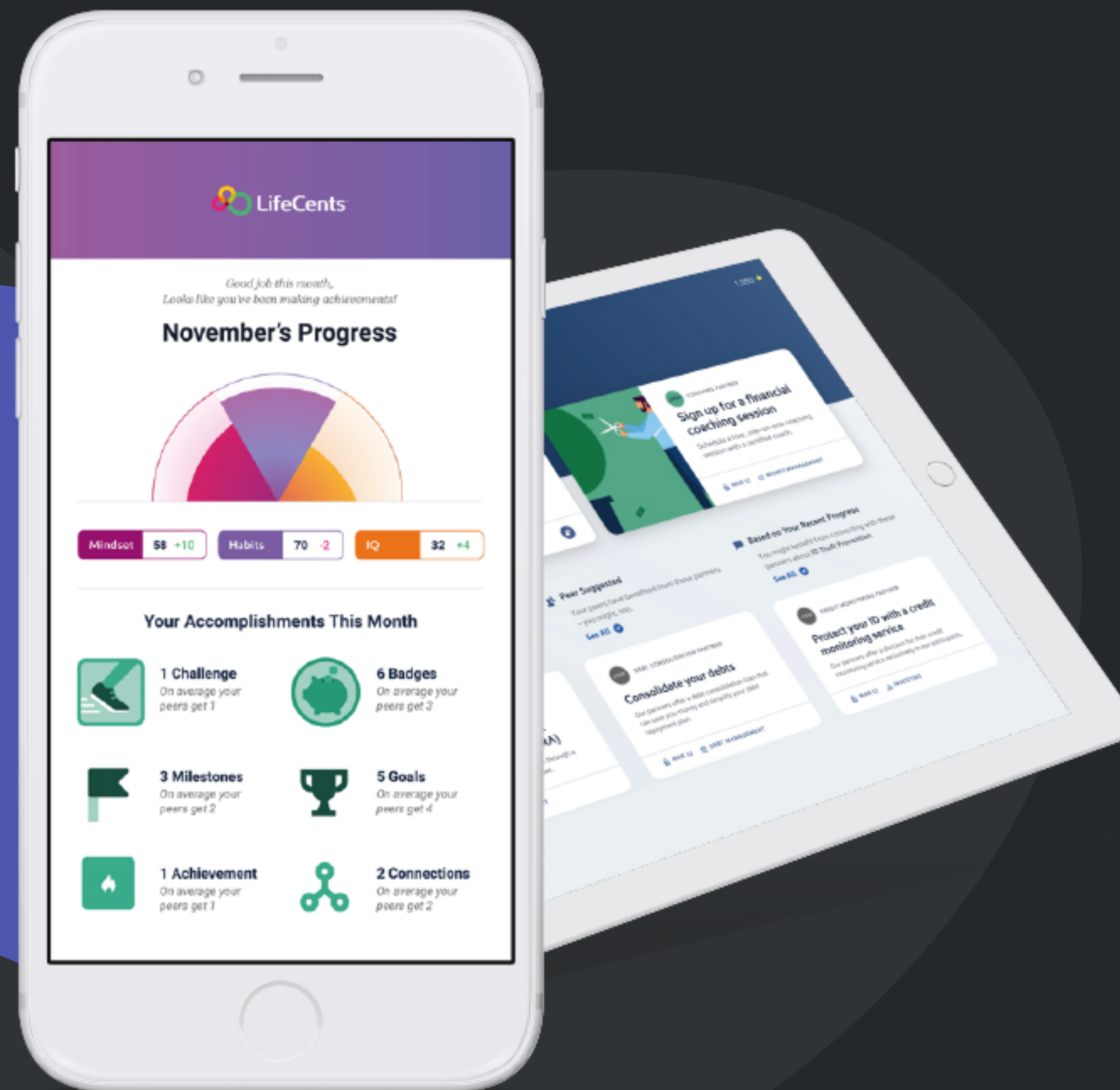
- ✓ Python 3
- ✓ SQLAlchemy
- ✓ Alembic
- ✓ Postgres
- ✓ ElasticSearch
- ✓ Py.Test

### FRONTEND

- ✓ React
- ✓ RWD
- ✓ TypeScript
- ✓ Styled Components
- ✓ Jest







## Client Case

# LifeCents

### CHALLENGE

LifeCents had seen rapid customer growth since its inception in 2005, but their product's robust back-end was slowed down by legacy code and a UX that didn't satisfy the modern user. LifeCents turned to us to help them transform their application into one fit for a high-growth company.

### SOLUTION

We assembled and deployed a custom scrum team to work side-by-side with LifeCents to rebuild their product.

#### BACKEND

- ✓ C# and .NET platform
- ✓ Microsoft SQL Server

#### FRONTEND

- ✓ React
- ✓ Mobx
- ✓ CSS Modules

## Ready for the next steps?



Complete our  
quick quiz



Chat with our  
recruiting team



Come into  
the office  
(or meet on Zoom!)



Decision time!

If you have any questions about our recruiting process, the initial skill assessment, or next steps, [feel free to reach out!](#) We will get back to you as soon as we can.

## Interested? Apply for one of our open positions!

We keep our recru process as transparent and quick as possible. It looks a little like this:



Web application



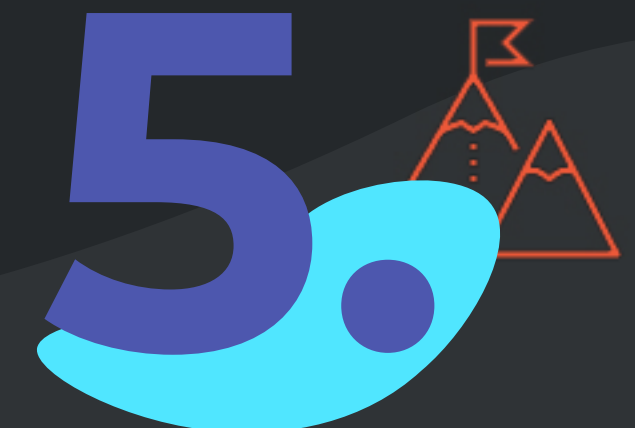
Complete our  
quick quiz



Quick chat  
with our team



In office (or Zoom)  
interview



Decision time!

If you're ready to join the #venturesquad or want to learn more about our open positions, [get in touch](#).

If you want to keep up to date with tech news, VentureMeetups, and job openings, [sign up for our newsletter](#). We're excited to meet you!