



Jawaker

Cultural Values



Responsible Freedom

We value our freedom at Jawaker. We reject the “traditional” mentality of having to ask your “boss” if you want to take an hour off to go to the dentist, or if you feel the need to work from home to take care of your child. We reject the concept of needing a sick note to prove that you are sick when you take a day off. Our mantra is TRUST before skepticism. But we also understand that this type of culture demands responsibility from every single member of the team, and it demands that we protect our freedom by holding ourselves and our colleagues accountable so that we continue to thrive in the free environment that we all love.



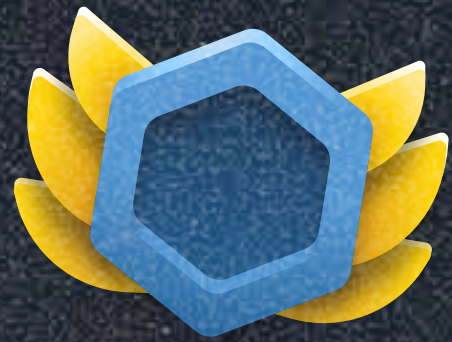
Proactive Learning

Learning is a core value at Jawaker, and we commit to fully support your endeavors in expanding your horizons and growing your knowledge. From annual company-sponsored conferences for all employees who cross the one-year mark, to ordering books, taking online courses, bringing in speakers and connecting with mentors, Jawaker believes it is our responsibility to support your educational journey. But as the saying goes, you can take the horse to the water but you can't make it drink :) You need to have the will to advance your learning, the thirst for knowledge. All those who strive to improve themselves will thrive in our environment. We want everyone to become a leader in their field.



Producers Not Consumers

We are not afraid to take on a new challenge, even if there is an easier way to achieve it. We like to build new things, to build our own tools and technologies, things that will make us proud and make us learn and grow. Sometimes reinventing the wheel is the best way to learn.



Appreciated Hard Work

We are demanding at Jawaker, we set the bar high and we expect your best and hardest work. We will push you out of your comfort zone and help you achieve the goals that we believe you can achieve, and that is almost always more than you think you can! But we understand the genuine effort our team puts into their hard work, and there is ALWAYS room for a kind word and a sincere thank you for a job well done. We appreciate all the efforts of our team, and we strive to reward them financially and non-financially to the highest standards.



Shared Growth

No man is an island, and no company can thrive on the back of a single person. We believe that your growth should be reflected upon the growth of your team members, it is your responsibility to improve and to pull up those around you while doing so. In addition, our growth as a company cannot be done in a vacuum. We have a responsibility to our community, to give back by donating our time and money as a company.



Transparent Communication

Every company must have a reporting hierarchy, and Jawaker is no different. But our reporting hierarchy has a single purpose: to organize our work more efficiently. In all other aspects, our organization is flat. And in the most important aspect, communication, we are transparent and open. We are a relatively small team that rejects bureaucracy and the indirect channels of gossip. We strive to create an environment that makes the newest employee feel comfortable to chat with a team leader over lunch. And we try to communicate our vision and plans through regular all-hands meetings and one-on-one sessions. In addition, we are genuinely open to feedback, from up to down and across teams and we want to create an atmosphere that makes everyone feel confident that they can speak their minds. If you feel something isn't clear, just go and talk to people to flush it out.



Disciplined Autonomy

Everyone is a manager at Jawaker: first and foremost they are a manager of themselves. We believe that true creativity is born out of autonomy and we try to use a wide range of tools and techniques to make sure that our work stays on track. From OKRs, to weekly check-ins, to regular reviews, we believe in an intellectually honest and quantitative measurement of progress that is empowered by the gift of regular feedback. All of this is to create a “manager-less” atmosphere of a self-disciplined team that is committed to moving the needle and spending more time on getting their own work done rather than making sure others are.



Joyful Connected Comfort

We strongly believe that we work better when we enjoy what we are doing. We build games for a living, so having fun while building a great product is a core value. We also believe we work better when we build strong bonds with our colleagues, and we encourage social connections between team members, because after all it is always better to work with people you actually LIKE! We reject backchannel scheming for personal or professional accolades and we are committed to providing physical and mental peace of mind to every single member of the team. From a great office with great facilities, to catered lunches, to instilling respectful communication habits between all members of the company, a great place to work starts with making sure everyone feels safe and comfortable.



Impactful Ownership

We don't like doing things for the sake of doing them. We want everyone to always ask themselves: Is this necessary? How can we do this in a completely different way? Be it in our product, in our culture, in our HR processes, or any other domain, your work should have an IMPACT on the company. To do this, you will need to take charge of things and show your impact on the company, even if that requires expanding your current role.



Investing in Mistakes

This might sound counterintuitive at first, but we are firm believers that the path to success is about refining a process. Achieving great results without knowing HOW you did it means that you won't be able to replicate the success, and you would have failed to build the intellectual capital along the way. So we celebrate new mistakes and failures and encourage openness about those failures to celebrate the learnings with the entire team. We want to innovate and try new things and the cost of that is making mistakes and experiencing failures. The return on this investment is the lesson learned so that we don't repeat the same mistakes and can grow with our experiences.