



www.icefire.ee

What we do?

Icefire is an international technology and management consulting company focusing on banking and financial services. Relying on our extensive, industry leading know-how and long-time experience Icefire designs and builds life-tested answers to today's challenges. In addition to banking and financial services we also work extensively with e-government and telecommunication industry. Our most precious asset is our people!

Who we are?

Icefire is made of 100+ extremely bright and talented professionals. We have pretty much an equal number of men and women on board – not so usual for a tech company, and something we are really happy about ourselves. And on average we are around 30 years old. Our office is located in Tallinn and – at least up to today – bulk of the work is done here in Estonia.

Where we work at and how?

Our office is located in the center of Tallinn, being easily accessible and conveniently in the middle of the city buzz. The address is Pärnu mnt 102c. We occupy the 10th, 4th and soon part of the 3rd floor of the office building and we like it here a lot! Currently we are expanding and renovating the existing space to accommodate our growing needs and expectations.

We work in the open office space and teams are generally gathered together. The size of a working team depends on the project - it can be 2 people it can be 12 people. Also it happens that time to time our teams work outside of the office at the client's site. However, we never lease out our people!

We appreciate everyone's individuality - whether you're an early bird or a night owl, set in your ways or always interested in trying out new roles, love the office or will only work remotely - we're all about enabling you to work at your best.

Organizational culture

We value teamwork, creativity, desire to constantly learn and develop, and integrity in words and actions. We are fans of interdisciplinarity and believe that developers should understand the business and analyst need to be aware of the opportunities newest technologies offer.

Our organizational culture is extremely flat and what counts is initiative and know-how. We firmly believe in knowledge gaining and sharing - conferences, trainings and workshops, quality certification programs, in-house knowledge sharing sessions, project retros etc.

What else we believe in is having fun together, as a team! Board game nights, spring jazz, summer theatre, canoeing trips, volleyball championships, yearly team trips abroad,



cooking, hiking, skiing and the list goes on... We certainly know how take time off, relax and enjoy each other's company.

Who we look for?

We have internship opportunities and entry-level job positions available for developers and analysts. Our internships are also paid. Either you start as a junior developer or are doing an internship, you start working on a real project with a real client. The exact project depends on your skillset and previous experience. For us it is important that not only you fit to the project, but also vice a versa - the project suits you and your goals.

How to join us?

You are welcome to contact us throughout the year. Contact us via careers@icefire.ee and lets take it from there.

Why us?

- We like challenges and constant improvement, hence we always have exciting projects.
- We believe in knowledge sharing.
- We have fun!
- And Icefire is the best place to get to know more about innovation in banking and financial service industry.

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