

EXADEL

A photograph of a man sitting on a rocky beach, facing away from the camera towards the ocean. He is wearing a dark beanie, glasses, and a grey hoodie. He is looking down at his open laptop. The background shows a dramatic sunset or sunrise over the ocean, with orange and blue hues in the sky.

You
make
the
difference

Exadel is a leading global software consulting and development company that looks beyond the code to maximize the technology-driven business impact our partners want to make. For over 25 years, we have helped enterprise companies transform their businesses with technology, providing end-to-end software consulting, design, engineering, and managed services.

Exadel at a glance

Fortune 500

Our customers are in the Fortune 500

2,800+

Employees

1998

Established

Top

Company partners – AWS, Microsoft, Adobe, Red Hat, and more

25%

Of our employees have international professional certificates (ISTQB, CIBAP, Microsoft, PSM-I)

30+

Global Offices

3,500+

Projects successfully delivered

9/10

Client satisfaction score

Confidential



Exadel Values



#1 Pursuit of Excellence

From unique ideation to seamless execution, we are passionate about quality. Exadel people are inspired to undertake challenging projects by collaborating with teammates worldwide.

- Rich portfolio of technical solutions
- Teams with 50%+ senior or higher specialists
- ISO 27001 certification compliance
- Forrester Recognition in Agile Development Leadership
- AWS Advanced Partner Level award

#2 Supportive Leadership

To reach great results, we create an atmosphere of active listening and an environment where people are valued and heard. Team relationships are open and honest.

- Regular Townhall meetings with Q&A sessions
- Constructive and timely management feedback on employee propositions
- Exadeller's initiative for level up and the assessment process
- Transparent career planning with the use of new tech stacks and language discovery

#3 Learning and Teaching

Applying a knowledge-sharing approach, we support Exadellers in obtaining new hard and soft skills. To invest in upcoming talents, we provide constant internships and student mentorships.

- Self-education reimbursement
- 50+ internal training sessions per year
- Bootcamps for young talents



#4 Growing Exadel Together

To strive for stable growth, we are attentive to teams' ideas and eager to bring them to life. Exadellers are not the cogs in the machine but its valuable architects and engineers.

- 30+ offices in 15+ countries
- Four acquisitions in the last years
- Level up of local roles into global positions post-acquisition

#5 Work Adjusted to People

We believe the work should fit around your life. Thus, we focus on the well-being of employees and encourage a workflow calibrated to each Exadeller.

- Flexible work arrangements and schedule
- Collaborative international distributed teams
- Independent productivity without control at every step



Exadel Practices

Exadel Practices are operating units that provide specialized services, tools, and solutions to customers while exploring new methods and technology in their respective fields. You are more than welcome to join the initiative!

- **Agile Development**
- **DevOps and Cloud**
- **Digital Platforms**
- **Artificial Intelligence**
- **Internet of Things**
- **Quality Assurance**

- **Big Data**
- **Marketing Technology**
- **QA Automation**
- **Content Marketing**
- **Mobile Development**
- **User Interface/User Experience**





We have built platforms and products that drive core business in a range of different industries:

Media and Publishing: Services from multi-channel platform development and on-demand streaming technologies to e-commerce design and digital development.

Transport and Logistics: Both e-hailing platforms and freight and logistics platforms.

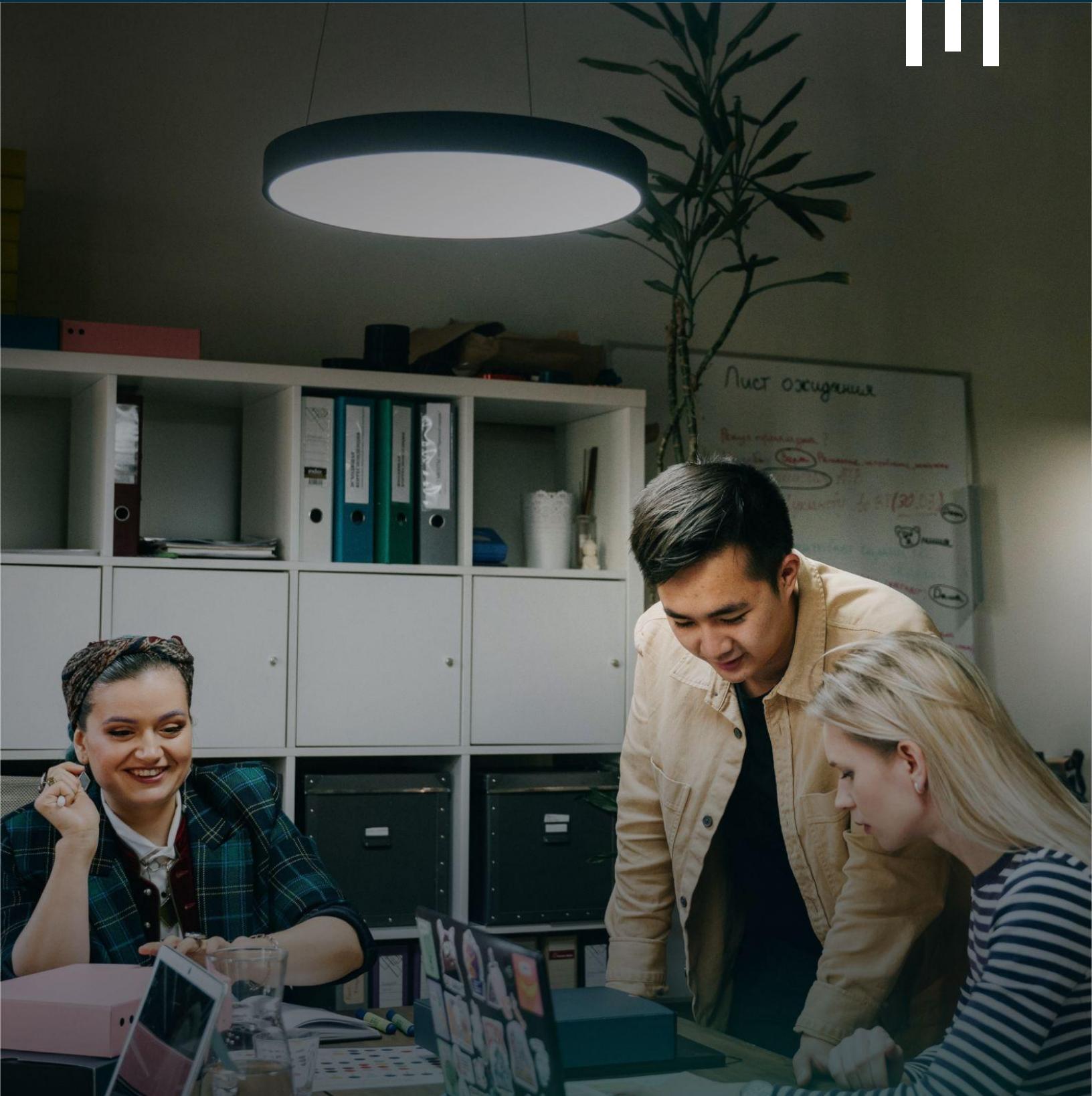
High Tech: IoT development, systems integration, software automation, and privacy and security needs.

eCommerce and Retail: Everything from complex eCommerce platforms, mobile applications, and big data resources to digital marketing technologies and business intelligence tools.

Healthcare and Wellness: Automated patient and membership management and enterprise mobile development, as well as eCommerce and global healthcare exchanges.

Finance and Banking: Low latency trading platforms, as well as security and compliance solutions, enterprise mobile apps, and eCommerce portals.

We value high-quality technical solutions and the people who make them.



**Easygoing & Comfortable
Work Environment**



Remote work.

As we are an international company and value taking care of our employees, **we work remotely nowadays**. The company makes all the necessary hardware available to make work more effective and comfortable.



Flexible working hours.

It is possible to distribute your workload according to your personal needs and schedule.



Modern, conveniently located offices.



Exadel offers conveniently situated offices that feature state-of-the-art equipment, well-equipped meeting rooms, and recreational areas. They cater to individuals who opt for hybrid or in-office work options.



Opportunities For Professional Growth

Onboarding program. You will have a personal HR manager who will consider your needs and interests, help you achieve your professional goals, and resolve any issues that come up.

Training events. We provide about 60 different trainings for company employees annually, as well as compensating for the payment for any external professional training with proof of attendance/certification.

Expert communities. At Exadel, members of communities exchange experiences, learn together, and generate new ideas.

Mentoring. You can share your experience and knowledge with others and get paid for that.

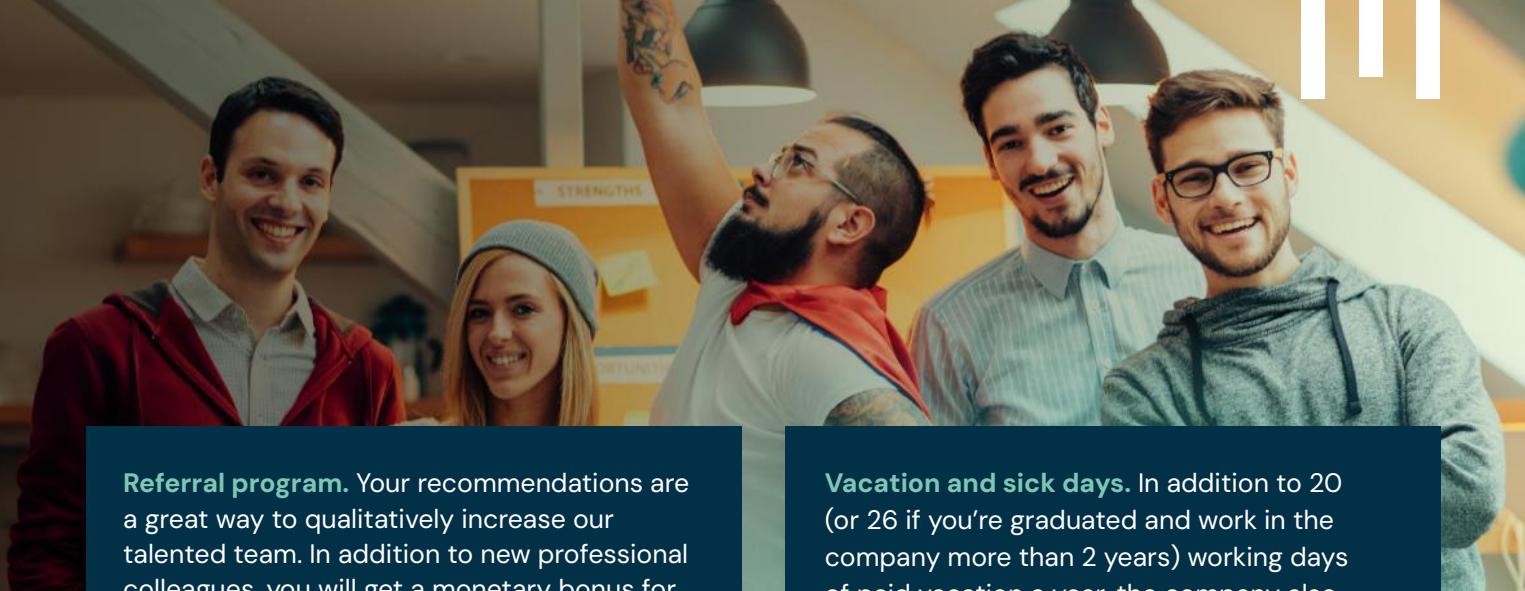
Road map. The company has formulated clear criteria for career development at each position, so you will always know what direction you're moving.

Interesting challenges and tasks at Talent Hub. Talent Hub is a community of experts who work on creating unique products using advanced technology.

Interested in relocation? You can transfer to the cities and countries where we have production offices.



We Offer



Referral program. Your recommendations are a great way to qualitatively increase our talented team. In addition to new professional colleagues, you will get a monetary bonus for your recommendations. Our referral program is valid in all regions.

Vacation and sick days. In addition to 20 (or 26 if you're graduated and work in the company more than 2 years) working days of paid vacation a year, the company also provides 2 days-off per calendar year if you have children under 14 years.

Salary. We offer a competitive, stable salary that is reviewed once per year.

Training and certificates. Each of our employee has \$1,000 per year for self-education activities including: certificates, courses, training sessions, meetups, conferences, and educational materials (e.g books, subscriptions, etc.)

Language lessons. You can take online Polish lessons with a native speaker, the cost of classes is fully covered by the company. You can take English lessons at a price of \$2 (gross) per lesson.

Childbirth. In case of the birth of a child, the employee receives a bonus of 2000 zł.

PPK Employee Capital Plans. You can sign up for the long-term retirement saving state program for employees, to which the company will make additional contributions.

Medical insurance. Exadel employees can use the Worksmile benefit platform to subscribe for a medical insurance package they like.

Vacation bonus. We like our employees to be well-rested, and we appreciate your right to vacation, so if you take 14 vacation days in a row, you'll get a bonus of 1 662,97 PLN. You relax and get paid for it.

Benefit platform. Exadel provides 220 zł per month to use on the Worksmile benefit platform, where the funds are accumulated throughout the year. You can spend it on:
-Multisport card package;
-Medical insurance package;
-Vouchers to a huge number of online stores.

Maintaining team spirit and communication. We love spending time together, and in a pandemic, we do it online. For example, we recently had a party on zoom for which the company provided interesting games and food delivery to the employees. Moreover we have regular offline meetings with treats, games and team building activities.

We Are On Social Networks



[Facebook](#)



[LinkedIn](#)



[Instagram](#)

Poland Offices



Exadel in Warsaw

Warsaw Corporate Center
ul. Emilii Plater 28
00-688 Warszawa



Exadel in Białystok

ul. Henryka Dąbrowskiego 22
15-540 Białystok



Exadel in Gdańsk

Arkońska Business Park
Building A2
ul. Arkońska 6
80-387 Gdańsk



Exadel in Poznań

ul. Ogrodowa 18/1
61-821 Poznań



Exadel in Szczecin

ul. Cyfrowa 6
71-411 Szczecin



Exadel and Codete in Lublin

ul. Wojciechowska 7E
20-704 Lublin



Exadel and Codete in Kraków

ul. Na Zjeździe 11
30-527 Kraków



Become
a part
of Exadel!

#6 Work, Learn, and Teach

The company has mentoring programs, internships for students, and courses for external candidates, as well as providing opportunities to learn other specialties.

We understand that today's juniors are the experts of the future. With this in mind, there are currently 133 employees who initially joined the company as interns, and 85 of them are working at Middle/Senior/Lead, Delivery, and QA Manager positions.

The company has its own training system, regularly organizes professional educational events in various areas, and compensates the cost of successful certification.

