

Looking for a city?  
Come to Wrocław.  
**Looking for a job? Come to Objectivity.**



# This is your guidebook.

We have prepared it specially for you. Why?  
Because we want to tell you about Objectivity  
and assure you it's a great place to work.  
We, as a company, will provide you with plenty  
of attractions, inspiration and good atmosphere,  
just like the city we live in.



# What is waiting for you?

All good stuff, actually. So, in order not to keep you in suspense any longer, check out what we have for you:



PLN 6,000 net for employees relocating from outside the Dolnośląskie Voivodeship, divided into two installments: PLN 3,000 net paid with the first salary and another PLN 3,000 net paid with the fourth salary



agile projects implemented mainly for British clients



Multisport card and sports groups such as: volleyball, basketball, running



private medical care and travel insurance for you and your family or partner



investment fund, because we also think about your future



26 days of annual leave for each employee



100% paid sick leave, 33 days a year



a dozen internal training courses to choose from every month



cooperation with experts



no dress code—you wear what you like



free English classes within working hours and financial bonuses for language progress



we sign an agreement with you for an indefinite period of time from day 1



good quality coffee



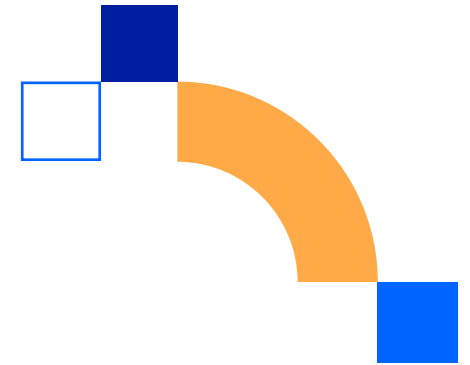
Paulina  
Business Travel Coordinator



# Have you made up your mind yet?

Great! See what else we do to make you feel comfortable with us and how we make your relocation quick and efficient:

- **We can conduct a job interview via Skype or invite you to our office.**  
We cover the travel costs.
- **During your relocation, we provide constant contact** with a person who is ready to help you and answer any questions.
- **We can put you in touch with a friendly real estate agency** that can help you find a flat.
- With the help of our colleagues, you will find a good carpenter as quickly as possible, a nice place for the weekend, the best orthopedist, a proven nanny or the best air conditioner—we mean it! **We have a large support and exchange group of good specialists.**
- **We will make it easier for you to meet new people**—you can join company groups gathering people with similar interests: board games, volleyball, basketball and groups interested in the field of technology.
- **We provide you with a city map** with interesting places recommended by our employees who created it specially for you.





## Here are the places in Wrocław worth seeing:

1. **Ostrów Tumski**—this is the starting point for getting to know Wrocław better. The heart of the city with wonderful monuments and the most spectacular place for a walk.
2. **Wyspa Słodowa (Słodowa Island)**—a cult place in the centre of Wrocław. You will go to a concert there, and right after it, you will grab a beer with your friends on a barge.
3. **Hala Stulecia (Centennial Hall)**—the place where the most important cultural events are held. This is where the first edition of WROC # took place. A multimedia fountain can be found here.
4. **ZOO with Africarium**—is a unique complex on a global scale. Here, you will feel like on the continent, without risking being eaten by a crocodile.
5. **Pasaż Pokoyhof (Pokoyhof Passage)**—you can eat well here and, in the evening, you can move to the lively place. Here time does not slow down, there is always something going on.
6. **Park Południowy (South Park)**—the most beautiful Park in Wrocław—perfect for a date, jogging or a walk with a child.
7. **Stadion Miejski (City Stadium)**—this is our Camp Nou in Wrocław, where you will watch engrossing matches and listen to concerts of the greatest stars. Here, we organized 4 editions of WROC #.
8. **Narodowe Forum Muzyki(National Forum of Music)**—music by Wratislavia Cantans, Jazztopad ... — need to say more?
9. **Sky Tower**—one of the symbols of Wrocław with the highest observation deck in Poland.

# What else can we surprise you with?



Konrad

Team Leader, Software Integration Engineer

- 50% of the current employees came to us thanks to the recommendation of our people.
- In 2018, we took 2<sup>nd</sup> place in the category of organizations employing over 500 employees. In 2019, we were right behind the podium, in 4<sup>th</sup> place. In Europe, however, we found ourselves in the top 30! Titles are one thing, but what we are most happy about is that people like to work with us.
- The structure of our company is not vertical. **We do not divide people into more and less important.** We care for an atmosphere of equality and mutual assistance.
- **We do not have open space or periodic evaluations.** We prefer design rooms and monthly one-to-ones.
- We have "luxury goods" for you—a parking space for your car, motorcycle or bicycle.
- You can take a rest on massage chairs or in a relax room, with an Xbox or PlayStation. It is worth mentioning that we play very tight table football matches.
- Do you have any other ideas on how to make your time at work pleasant? Throw a note into the Idea Box and we will try to make your dream come true.

# Why Objectivity?

It all started in the UK in 1991. Since then, we have been "sewing" software for Western customers. We have been operating in Wrocław since 2005.

When our founder, Rob Helle, saw Wrocław for the first time, he already knew that he was staying there. We hope that it will be similar with you. We are developing as fast as Wrocław. Our company has almost doubled over the last 4 years and there is no indication that we will stop growing.

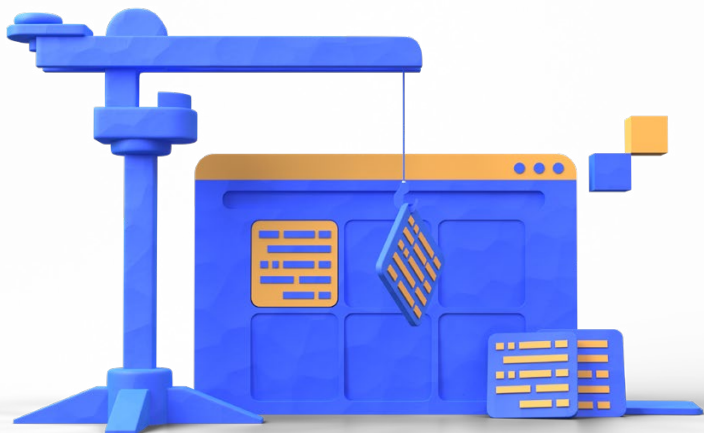
Come on board! Not sure yet?

Paweł  
Development Guild Master



# Let us tell you about our projects...

Together, we implement approximately 120 projects. We work with nearly 40 clients—two markets: British (approx. 85% of projects) and German (approx. 15%). We work with clients from various industries, such as real estate, retail chains, transport, alcohol or finance, and we are constantly acquiring new ones.



- **Client from the financial industry (investment platforms and pension schemes).**  
The client belongs to the group of the largest mutual insurance companies in Great Britain. The basis of the business is the investment platform. It is used by more than 2800 independent financial advisors.
- **Client from the food industry, one of the largest networks of hypermarkets in the UK (FMCG).** Our client from Great Britain—we have been working together since 2012. They specialise in the sale of FMCG goods, such as: groceries, household and cleaning articles. Our cooperation consists of maintenance and development of key company systems. They operate in a technologically diverse environment, integrating with both mainframe solutions, systems based on Microsoft stack, as well as the Oracle Retail ecosystem.
- **Real estate service provider.** Together with one of the largest European real estate service providers, we “designed and built” the IoT ecosystem, which helps to create modern and intelligent office space. Our technical teams and the UX team combined IoT sensors (security and location sensors as well as smart locks) with modern cloud solutions in order to improve the experience of office tenants and to make their daily tasks easier.





Michał  
IT Support Analyst

- **Client from the IT industry**, creating the most popular website for real estate services. We have been working with our German clients since 2013. Every month, there are more than a million advertisements issued on the real estate website. During our daily cooperation with the client, we provide them with new functionalities to their platform. We work in the DevOps culture, using Continuous Deployment and Feature Toggles. Within one hour, we are able to automatically make changes to the production environment with completing all the required tests and passing through the staging environment.
- **Client from the sales industry** with a chain of clothing stores. The client has been with us since 1998. The main advantages of working for them is the high volume of data, integration and maintenance of 4 central LIVE systems. During our cooperation with the client, we use various technologies: Unify DB, via .NET, Java, mobile applications and data warehouses based on the MS stack.

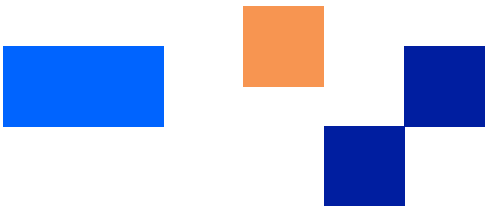
# These are not all of our projects.

As if that wasn't enough, at Objectivity you can change the project at each stage. There is no requirement that "forces" you to work in one project from the beginning till its very end.

Here are some examples of the development paths of our colleagues:

- [Marta](#), who had supported the communications team for a few years, and currently she is developing her skills as a Business Analyst.
- [Piotr](#)—changed his Software Engineer role in Support to the Junior Business Analyst path.
- [Radek](#)—initially, he was a Junior Developer, then after the developer path, he became a Technical Architect, and currently he holds the role of a Chapter Leader of a Development Technical Architect.
- [Piotrek](#)—held the role of a .Net Developer, then also a Team Leader, and is currently preparing for the role of a Technical Architect.
- [Justyna](#)—started working with us as an Assistant, and next she became a Quality Engineer.

That was their path, and what is your plan for yourself?



# Why Wrocław?

Wrocław does not need any special advertising. It is beautiful and atmospheric, full of attractions and friendly to its residents. It is not by accident that it is called the Polish Silicon Valley, because it is the best-developing city in the IT industry in Poland.

In 2016, it became the European Capital of Culture. According to the latest polls, Wrocław is one of the most frequently chosen cities for relocation. Wrocław is said to be—a meeting place—local IT community is very active here.

As Objectivity, we have already organized 5 editions of the WROC# conference. zJava is also our initiative. We support the Data Community. We also organize community meetings for other roles, such as Business Analyst Meetup, PM in Agile. If you want to know the opinion of Objectivity employees who joined us from other places in Poland—and they absolutely do not regret this decision, we can put you in touch with them.



Patryk  
Chapter Leader, Test Manager

Ola from Brno, Paulina and Konrad from Cracow, Krzysiek from Gliwice, Grzesiek from Zielona Góra, Bartek from Zurich, Paweł from Warsaw, Maciek from Dublin, Patryk, Maciek and Michał from Poznań have already decided that Wrocław is the place they would like to stay for longer.

# Now, we are waiting for YOU!



Maciek

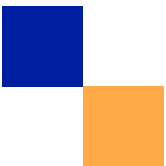
Senior Automation Quality Engineer

Ola

Team Leader, Business Travel Coordinator

Bartek

Team Leader, Rapid Application Engineer





We get you where you want to be

# See you soon!

**One and only: Objectivity Recruitment Team.**

If you want to know more,  
feel free to contact us.

**Objectivity sp. z o.o.**

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