POLCODE
DEV TEAM

People at heart | technology in mind

Hey there! Stay awhile and listen...

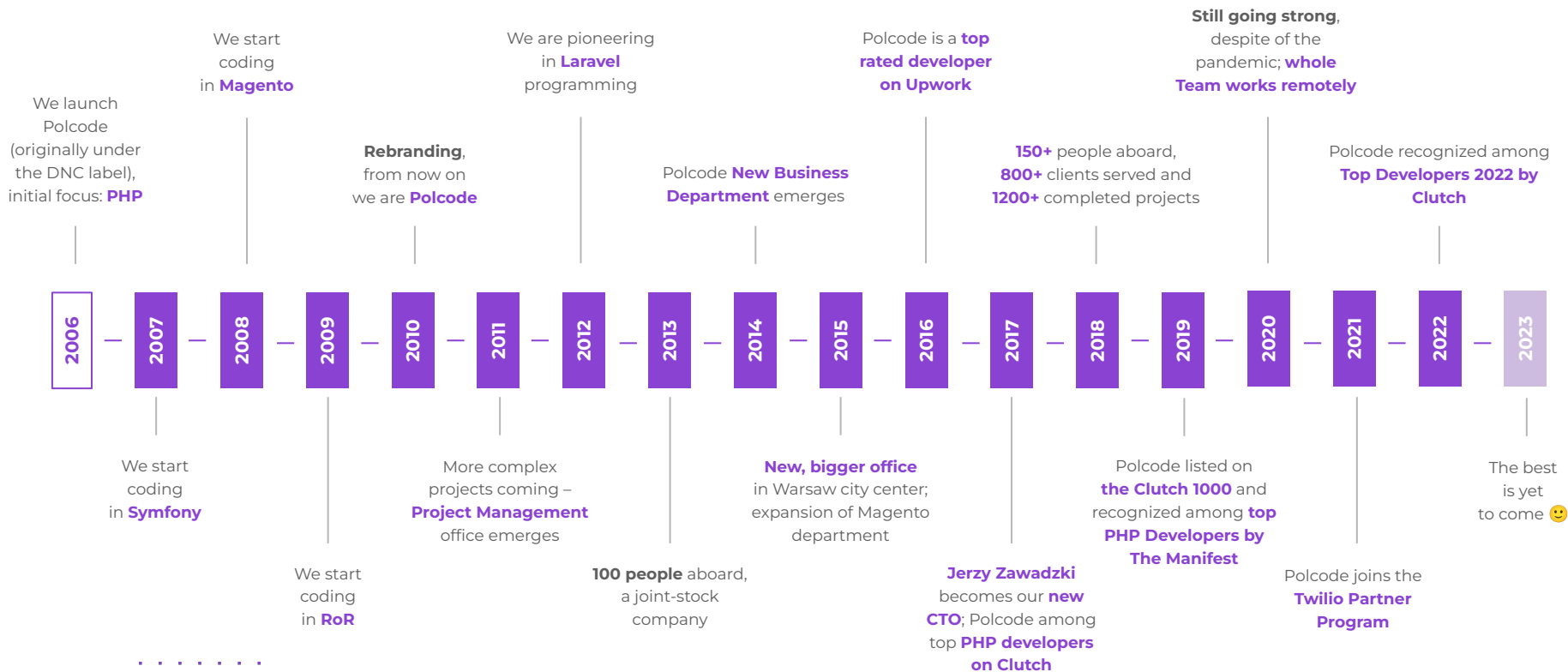I'll tell you the story behind Polcode, the people and our brand.

If I could go back in time to when I was a new dev, this is what I wished I knew before joining a software company.

**There's nothing ordinary about Polcode.** Not our brand, and certainly not our people. Our people are at the heart of everything we do. We are specialists who work together to make ourselves (and our projects) into the best versions possible.

We believe that creating outstanding software can be paired with ambitious talent and making friends along the way. If you share this vision, then get ready to hear our story.

**Wojciech Hyzopski**, CEO at Polcode

Since **2006**, Polcode has delivered excellence in digital services and has become one of Poland's leading software houses. Our achievements propel us forward to do bigger and better things.

We launch Polcode (originally under the DNC label), initial focus: **PHP**

We start coding in **Magento**

We are pioneering in **Laravel** programming

Polcode is a **top rated developer on Upwork**

**Still going strong**, despite of the pandemic; **whole Team works remotely**

**Rebranding**, from now on we are **Polcode**

Polcode **New Business Department** emerges

**150+** people aboard, **800+** clients served and **1200+** completed projects

Polcode recognized among **Top Developers 2022 by Clutch**

**2006** — **2007** — **2008** — **2009** — **2010** — **2011** — **2012** — **2013** — **2014** — **2015** — **2016** — **2017** — **2018** — **2019** — **2020** — **2021** — **2022** — **2023**

We start coding in **Symfony**

More complex projects coming – **Project Management** office emerges

**New, bigger office** in Warsaw city center; expansion of Magento department

Polcode listed on **the Clutch 1000** and recognized among top **PHP Developers by The Manifest**

The best is yet to come 🙂

We start coding in **RoR**

**100 people** aboard, a joint-stock company

**Jerzy Zawadzki** becomes our **new CTO**; Polcode among top **PHP developers on Clutch**

Polcode joins the **Twilio Partner Program**

When I joined Polcode we were **only 10 people**.

Today, there are **over 150**!

What hasn't changed is the atmosphere and the attitude – employees feel ownership of their work, achieve professional successes and make friendships that last over the years.
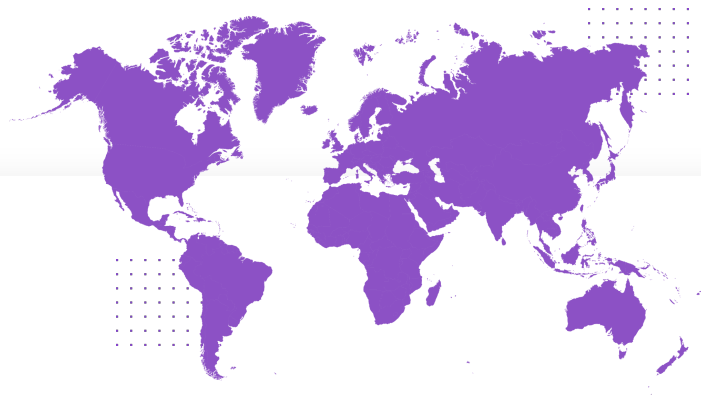
**Jerzy Zawadzki**, CTO

# We are a **Polish company at heart**

But our international clients are based in
**USA, Canada, Western Europe and more!**

We 💜 our job
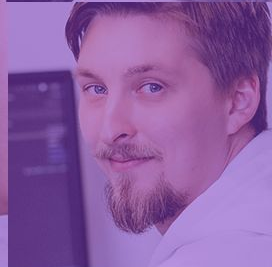
# Why Polcode

## Join the team where:

**You can fully focus on a given project** – no bureaucracy, no ridiculous rules.

**We communicate clearly and simply** – no need to guess or pick holes in anything.

**Your work is appreciated** – we believe in the power of feedback, also the one you give us.

**Your opinion matters** – you are the influencer we actually need!

**You can develop** – not only your career but also relations! Make friendships that last a lifetime, and work with people you really like.

**We respect your private life** – no over hours, no weekend jobs, work-life balance only.

# We put **people's safety first...**

Since March 2020, **the entire company is now remote-first**.
It was an easy transition, as we already had remote working in place.



March 2020

**Till March 2020**

50% team works remotely

**After March 2020**

100% team works remote
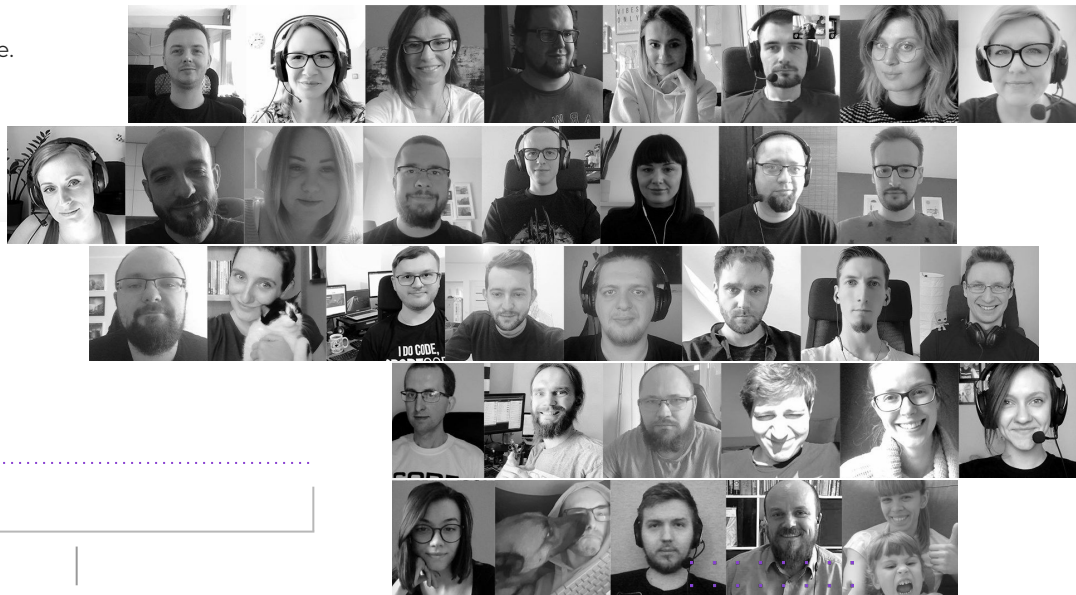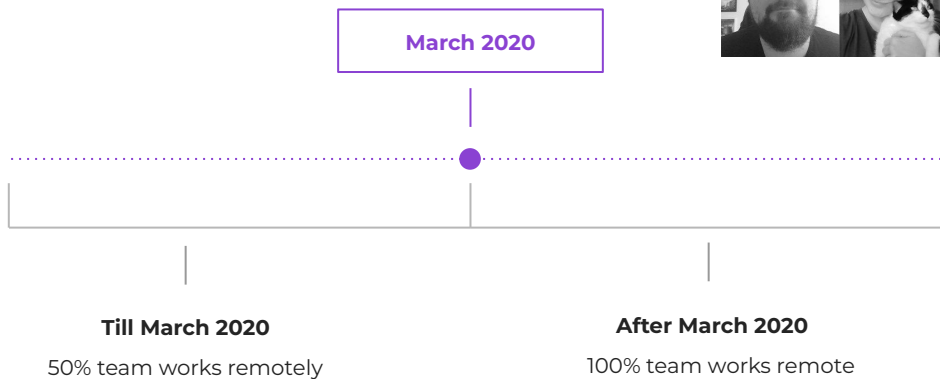
...and switched to 100% online, easy-going **Recruitment**

### Efficient Recruitment

At Polcode, we aim to minimize
the stress of the recruitment
and save your precious time.
You won't have to wait
for weeks to get an answer.
Seems unreal? Try us!

### Partnership Approach

We care about your comfort
during the recruitment process.
We want you to feel at ease.
Just be yourself, show us the real YOU.

We love working with each other and
every newbie can feel it!

# We provide a wide range of **Software Development Services...**

### Mobile Development

Delivering speed, flexibility and mobility with our bespoke app development services.

### Web Development

Building scalable and secure web apps that perform faster, safer, and at global scale.

### Product Design

Taking your ideas from concept and move seamlessly to market launch with our product development services.

### Remote Team Extension

Scaling your developer teams with talent you can trust.

### E-commerce Development

Bringing your business online and selling more with modern e-commerce

### Software Audit

Evaluating your software, codebase or technology stack with Polcode's expert teams.

# ...using **Best-in-Class Technologies...**

Polcode offers full-stack development with expertise in every corner of **the web's leading technologies**.
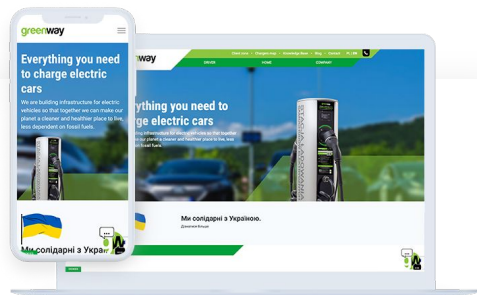
## OUR TECHNOLOGIES

Want to learn more?

**Check out Polcode Tech Radar**

...and gaining **Recognition**

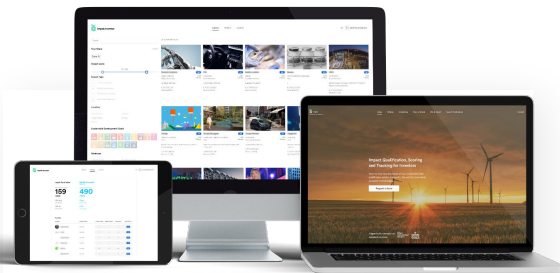# Take a look at some of our **Projects**



## greenway

### TECHNOLOGIES

- Laravel
- NEXT.js
- twilio
- Zoho Desk

## muse™

### TECHNOLOGIES

- RAILS
- PostgreSQL
- B (Bootstrap)
- Google Cloud
- RSpec
- JSON FORMATTER & VALIDATOR
- circleci
- App Engine

## impak

### TECHNOLOGIES

- python
- django
- PostgreSQL
- React.JS
- JS (HTML5)
- WordPress
- Sass

# Take a look at some of our **Projects**



## Gold Medal SQUARED

### TECHNOLOGIES

php
HTML5
ionic
ANGULAR
laravel
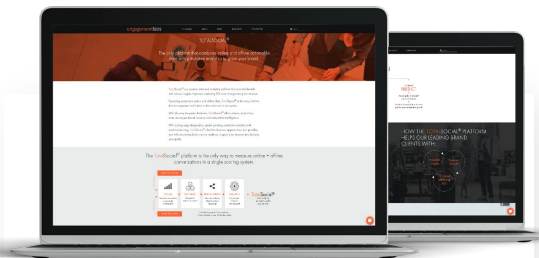
## engagementlabs

### TECHNOLOGIES

Symfony
redis
MySQL
mongoDB
BACKBONE.JS
Marionette
UNDERSCORE.JS
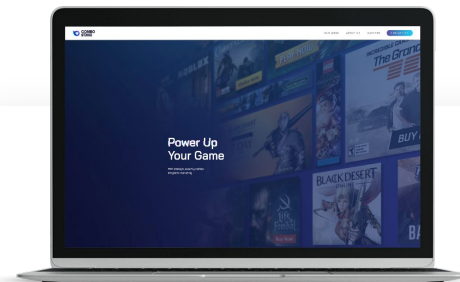
## COMBO STRIKE

### TECHNOLOGIES
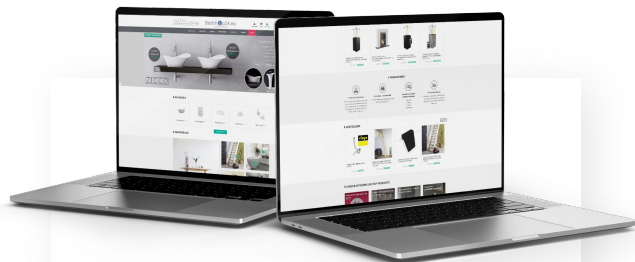
Ruby
node JS
RAILS
Redux
YouTube API
twitch API
React on Rails
Scraping

# Take a look at some of our **Projects**
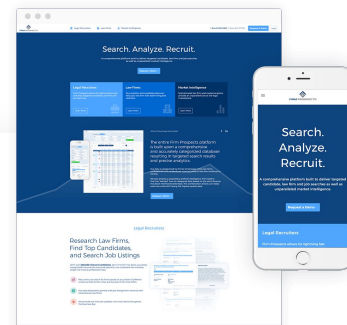


## Bestsh🖒p24.eu
*Freude beim Einkaufen...*

**TECHNOLOGIES**
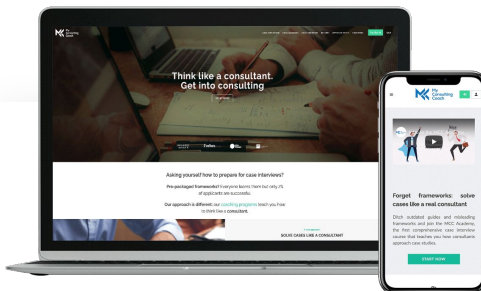


## My Consulting Coach

**TECHNOLOGIES**



## FIRM PROSPECTS

**TECHNOLOGIES**

Our **brand values** are our strength

# People **first**

**Mutual respect lies at our core.** We are surrounded by people of different ages, backgrounds, and competencies, but we all join in our open-mindedness, willingness to develop, and respect for team members and clients.

We like to go beyond *business as usual*. Joint implementation of projects is fun for us; relationships tightened after hours and at company events remain with us for years.

**At Polcode, the focus is on appreciating and supporting talents; we give ourselves space to learn, develop and express individuality, so that anyone can feel comfortable here.**

"

For me, Polcode is not only a team of individuals and the best specialists in their fields, **it is mainly a team of perfectly matched, professional and amazing people!**

**Olga Gaworek**, People Manager

> I believe that a **positive vibe is fundamental for success** and everyone here strives to create an atmosphere which reflects that!

**Tomek Dębski**, Business Development Executive

> I work with wonderful people who don't need additional motivation to work. I believe **keeping a positive atmosphere in a team is the key to success – and here at Polcode, we all work for it.**

**Edyta Grabowska**, Project Manager

# Learn **and** teach

**Knowledge is most powerful when shared with teammates.** We create challenging projects with motivated people who inspire each other.

We know that our company's growth depends on our team's personal development. We build an atmosphere of trust and let our people take ownership of their work so that they have a tangible impact on our company's success.

**Sharing knowledge and passions is our bread and butter and inspires us to engage in new initiatives that let Polcode flourish.**

**At Polcode, I found what I appreciate at work the most** – exciting challenges, new technologies and tools, but also many opportunities to improve my current skills.

**Urszula Dancewicz**, Python Developer

**I have never felt so good in any other workplace – I haven't had such a chance to develop and such an open employer. I learned a lot while working at Polcode.** The company is still growing fast, and I am confident that my future here will be a never-ending adventure.

**Anna Midura**, Business Development Executive

Polcode is, most of all, a place that gives many **opportunities to develop** and implement various projects in the web's leading technologies.

**Andrzej Tracz**, Senior Full Stack Developer

# **Adjusting** to changes

**A flexible approach allows us to build an organizational culture open to changes.**

We encourage our team to bring in new ideas and we follow the principle of implementing small improvements that translate into the efficiency of our work in the big picture.

**We give ourselves space to grow, follow our passions and work as a team, creating an environment where everyone can thrive.**
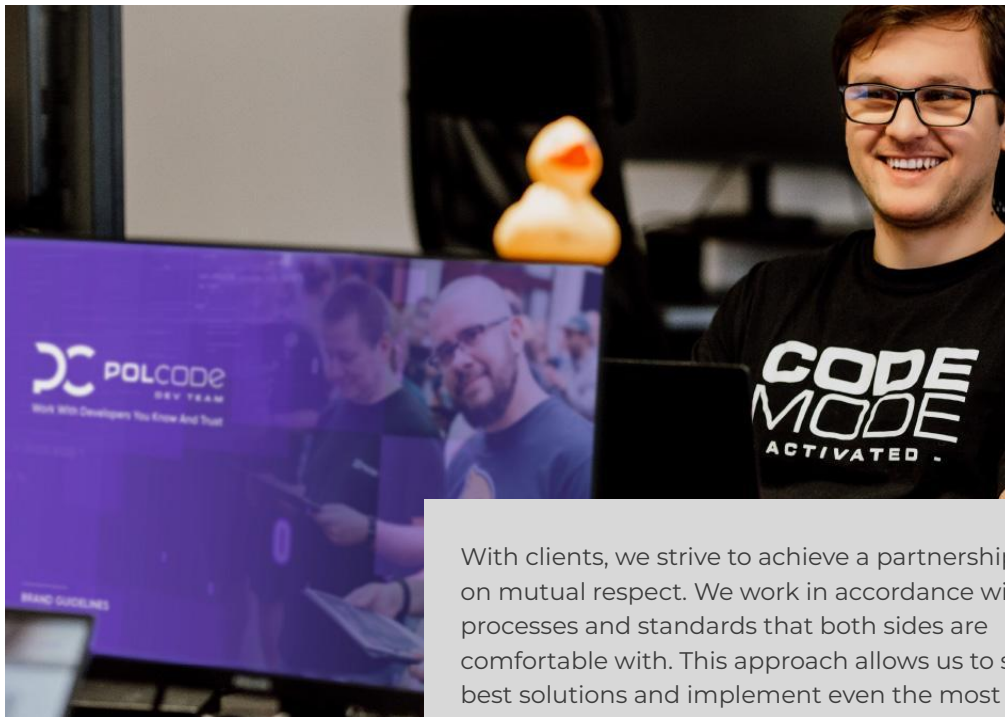
With clients, we strive to achieve a partnership based on mutual respect. We work in accordance with the processes and standards that both sides are comfortable with. This approach allows us to seek the best solutions and implement even the most complex types of projects. **Flexibility in defining the principles of cooperation and the way of leading projects lets us deliver solutions with the highest quality standards.**

"

I don't feel like I'm just a cog ticking off Jira tasks – through regular personal contact with the clients, **I have a direct influence on the shape of the products being developed**, and in the process, I get to meet people from other parts of the world, not just strictly professionally.

**Jakub Wołowski**, Senior Full Stack Developer

**

A friendly atmosphere, flexible work, and mutual understanding could be the motto of this company. One may think these are simple things, but in a world full of rush, these values are among the most precious ones.

**Krzysztof Litarowicz**, Senior React Developer

Thanks to working at Polcode for international clients, I understood that **cooperation in a multicultural environment not only gives us chances to develop but also makes us more open to what is new.**
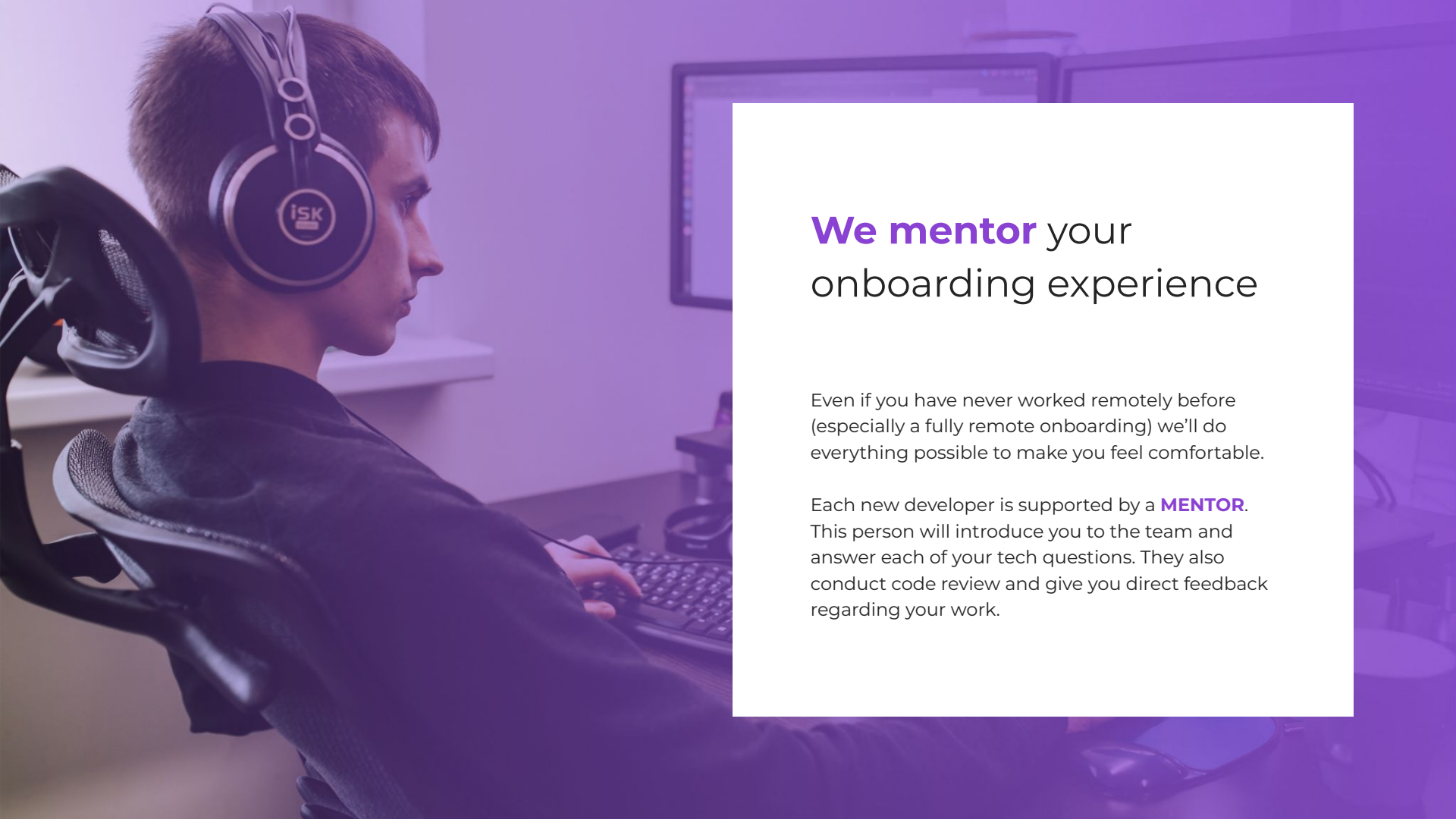
**Anna Bober**,  Solutions Architect

Perks of being a **#Polcoder**

# **We mentor** your onboarding experience

Even if you have never worked remotely before (especially a fully remote onboarding) we'll do everything possible to make you feel comfortable.

Each new developer is supported by a **MENTOR**. This person will introduce you to the team and answer each of your tech questions. They also conduct code review and give you direct feedback regarding your work.

# We motivate
## your achievements

We created our well-loved **quarterly rewards** and **transparent promotion system** based on competences and quality of work, and always make joint decisions about both.

# We encourage
professional growth

**Here are just some of the things Polcoders do to broaden their horizons**

- Become a speaker at conferences and workshops
- Publish articles on our blog
- Help talented developers by acting as an **Recruitment Technical Advisor**
- Advise our business partners in making the right strategic decisions.
- Become a **mentor** introducing new members of Polcode Team
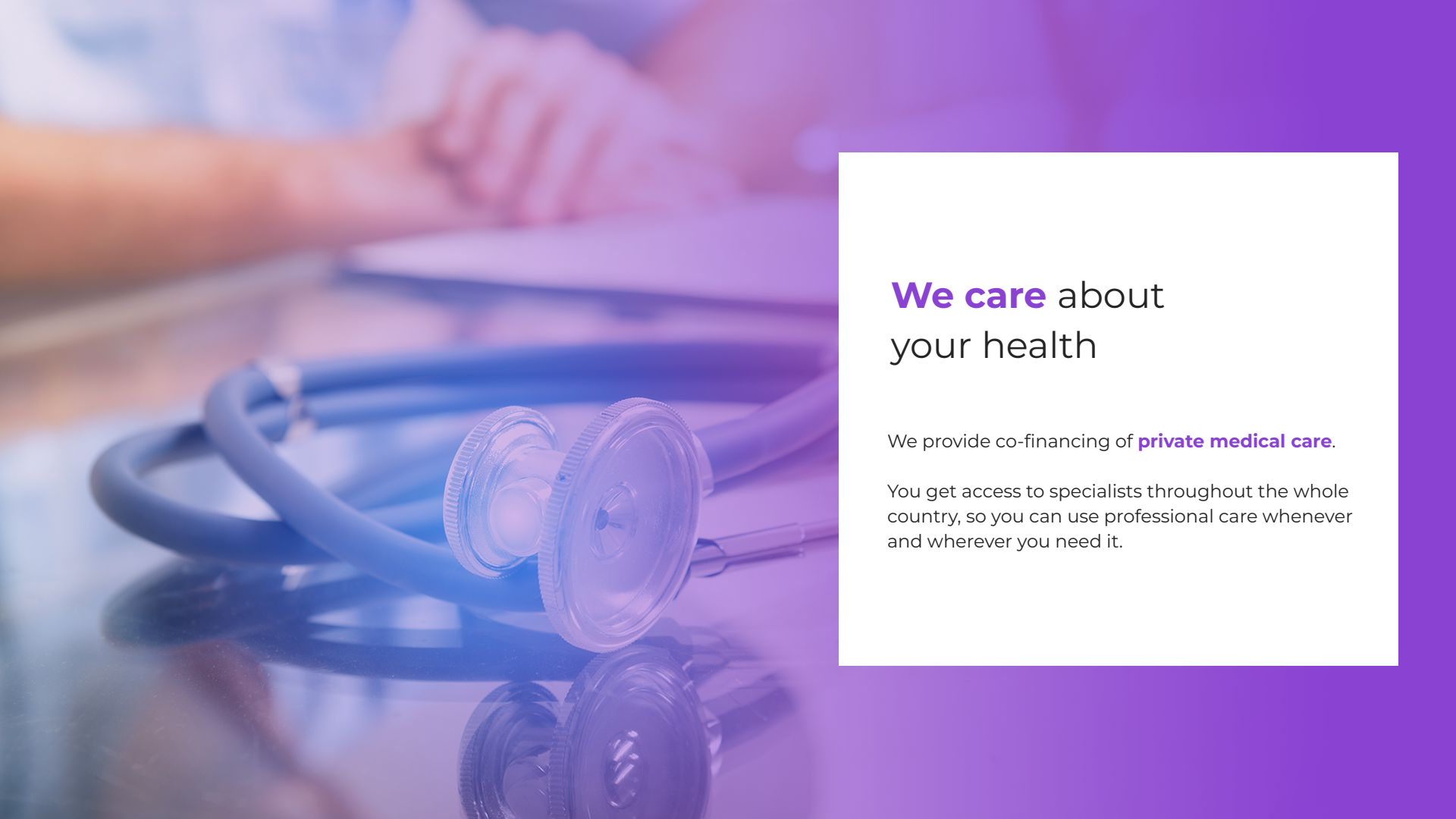- Act as a **team leader** on projects

IN ❤ WITH
SPORTCODE

# We fundraise your charitable causes

Our original programme **SportCode** combines healthy competition with fundraising!

It's up to you. The more you do for yourself (and your body), the more funds we will donate for the ones who need help the most!

**We care** about your health

We provide co-financing of **private medical care**.

You get access to specialists throughout the whole country, so you can use professional care whenever and wherever you need it.

And finally, **we celebrate special occasions**!

Even while remote!

# #itsallaboutpeople

Ready to join the
**#polcodefamily**?

Get in touch at
**praca@polcode.com**

# Stay Updated!

Follow us on:



And check out **our blog** – lots of interesting topics to find!

POLCODE DEV TEAM

People at heart | **technology in mind**

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★★★★★
GOLD VERIFIED