



Culture Book

real value, not just code.





Who *are* we?

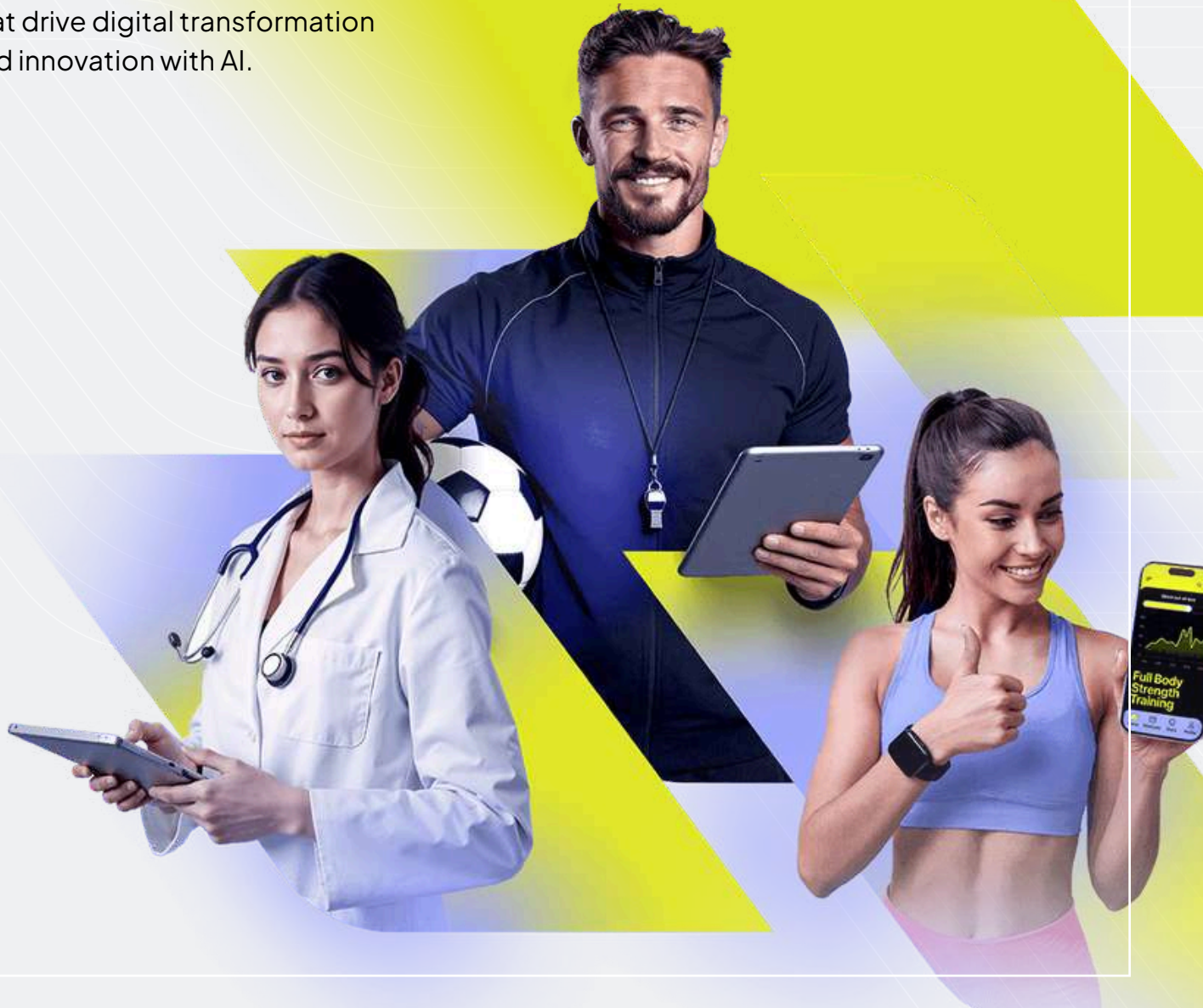


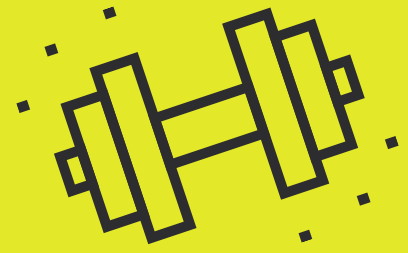


More than software – ***your technology partner.***

We're more than just software developers. We're advisors, innovators, and people who solve real problems. With deep expertise in industries like **fitness, sports, and healthcare**, we know how to turn technology into business success.

We build and scale solutions that drive digital transformation and innovation with AI.





Our *superpowers*

Areas where our team excels



Strategic advisory,
audits, and
planning.



Mobile and web applications,
product design, and marketing
websites.



Booking systems,
online membership
sales, and check-in.



Data collection,
processing, and
reporting.



Back-office
management
solutions.



Support and maintenance.



Our *superpowers*

Qodeca at a glance



10+

years of experience



70+

employees



30+

partnerships





Our *mission* & *strategy*





We know, ***where we're going***

Qodeca's mission



We help companies in fitness, sports, and healthcare create technology solutions that truly work – thoughtful, scalable, and built around a deep understanding of their business. Above all, we advise, analyze, and think alongside our clients.

3 Pillars Of Our Strategy



Expertise

Top-level advisory.



Predictability

Reliable delivery, well-organized processes, and people you can trust.



Smart growth

Thoughtful sales, marketing, and smart innovation.



Our ***DNA***
– our promise
to clients





Built on strong values, ***programmed for innovation.***

Our strategy translates into the quality we deliver to the outside world. The Qodeca DNA we bring to the market and our partners is built around **6 key principles**:



Partnership:

We're more than an IT provider; we're a trusted partner from the first idea to implementation.



Expertise:

We understand our clients' challenges and deliver effective solutions backed by years of experience and know-how.



Innovation:

We don't just follow trends, we help set them. We create intuitive, future-ready products.



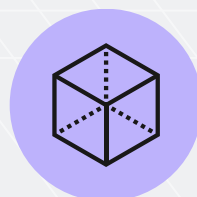
Security:

We work with global brands, so our standards ensure data protection and reliable systems.



Transparency:

Clear communication with clients at every stage of a project.



Human-centered design:

We design for people and make sure our applications grow alongside the business.



Our ***Culture***
– the values that
guide us





The foundations of our team – how we work from the inside.



Collaboration:

We're all playing for the same team. We bring together people with different skills who complement one another. We challenge each other's ideas with good intentions to broaden our perspectives. We trust each other, aren't afraid to ask for help, and genuinely cheer each other on as we grow.



Growth:

For us, growth means stepping outside your comfort zone and making the most of your potential. At Qodeca, we develop talent through ambitious goals, backed by professional support, both in terms of expertise and mindset. We know that if you stand still, you fall behind.



Efficiency:

It's our compass. We know how to balance the highest quality with commercial sense – because endlessly perfecting something doesn't always make sense. We focus on what actually brings us and our clients closer to our goals.



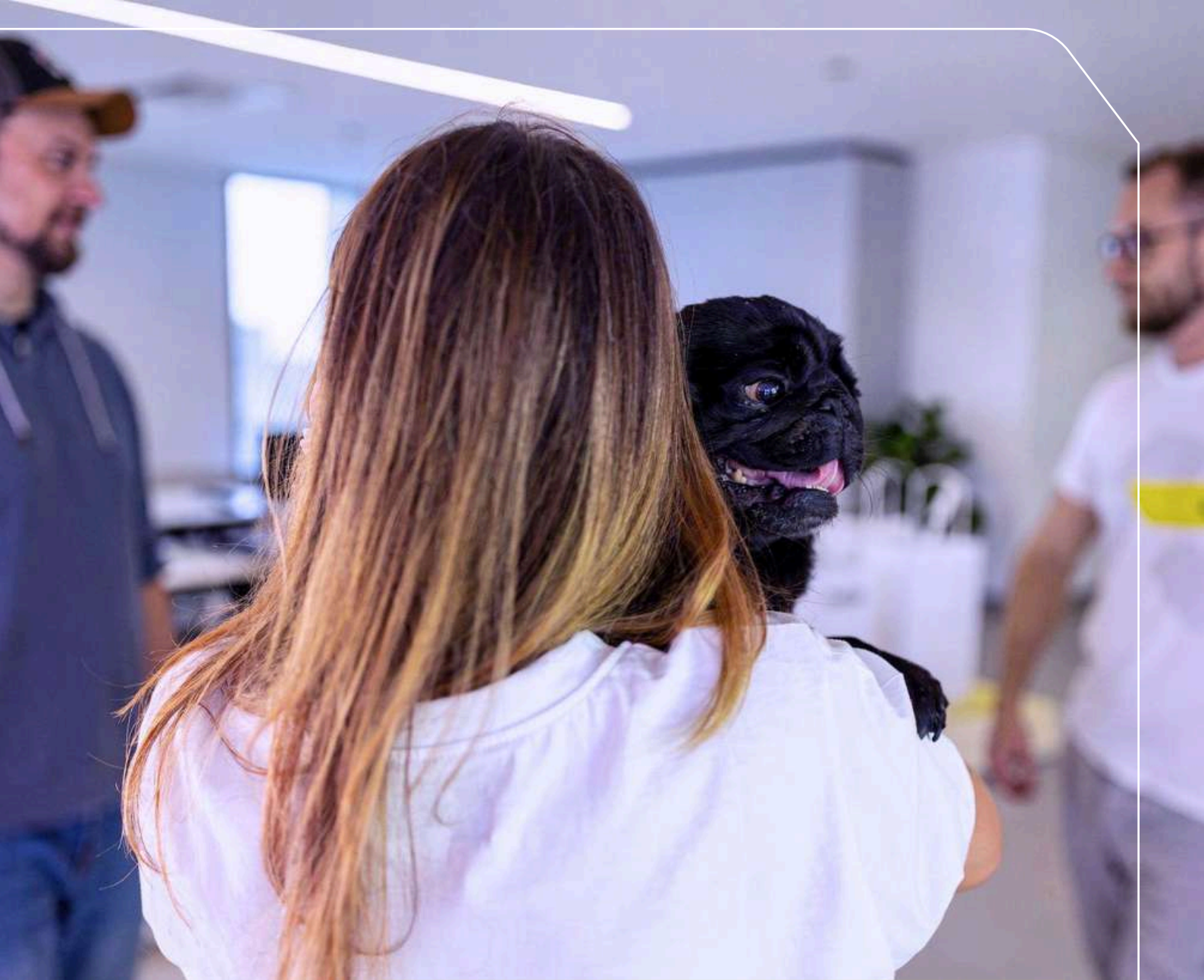
Engagement:

It's about being proud to be part of this team. We bring our best, share positive energy and knowledge, and lift each other up. And, simply put, we have a great time together!



Responsibility:

We care about people, the environment, and the quality of our services. We have the courage to own both our successes and our mistakes. We learn from our setbacks because the only person who never makes a mistake is the person who never tries.



How we **work**
every day





We believe in working
with respect,
understanding,
***and mutual
support.***



The nature of our work calls for proactivity and self-discipline. In return, we offer **100% trust** and flexible working hours. We work mostly remotely, but we also have a great office in Lublin.

Your voice ***matters!***

We give you the space to share your ideas and actually put them into action. We're not a corporation – initiative is always welcome here. We also make time for regular development meetings, so you know where you're heading.





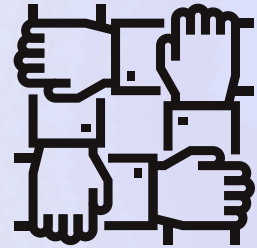
Team ***structure***





One team, *one goal.*

At Qodeca, we work in interdisciplinary project teams. Every team member plays an important role in delivering value:



Project Manager

Leads the team and makes sure project goals are met.

Analysts

Bridge the gap between the client and technology – analyzing requirements, limitations, and business goals.

Developers

Turn specifications into solid, working software.

Product Designers

Make sure our technology is human-centered by creating attractive, intuitive interfaces.

Testers

The final, essential link – checking that the product meets all requirements and works flawlessly.

Support

Our projects wouldn't succeed without our HR, administration, marketing, and sales teams. Their work helps Qodeca grow, win new contracts, and maintain a stable position in the market.

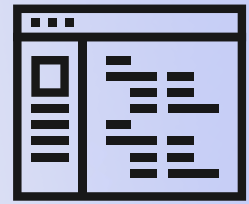


Our technology stack





We work with technologies that deliver ***the best results.***



We're not afraid of new challenges and use the latest tools available. Our key technologies are built around solutions provided by **Microsoft**.

Cloud & Backend

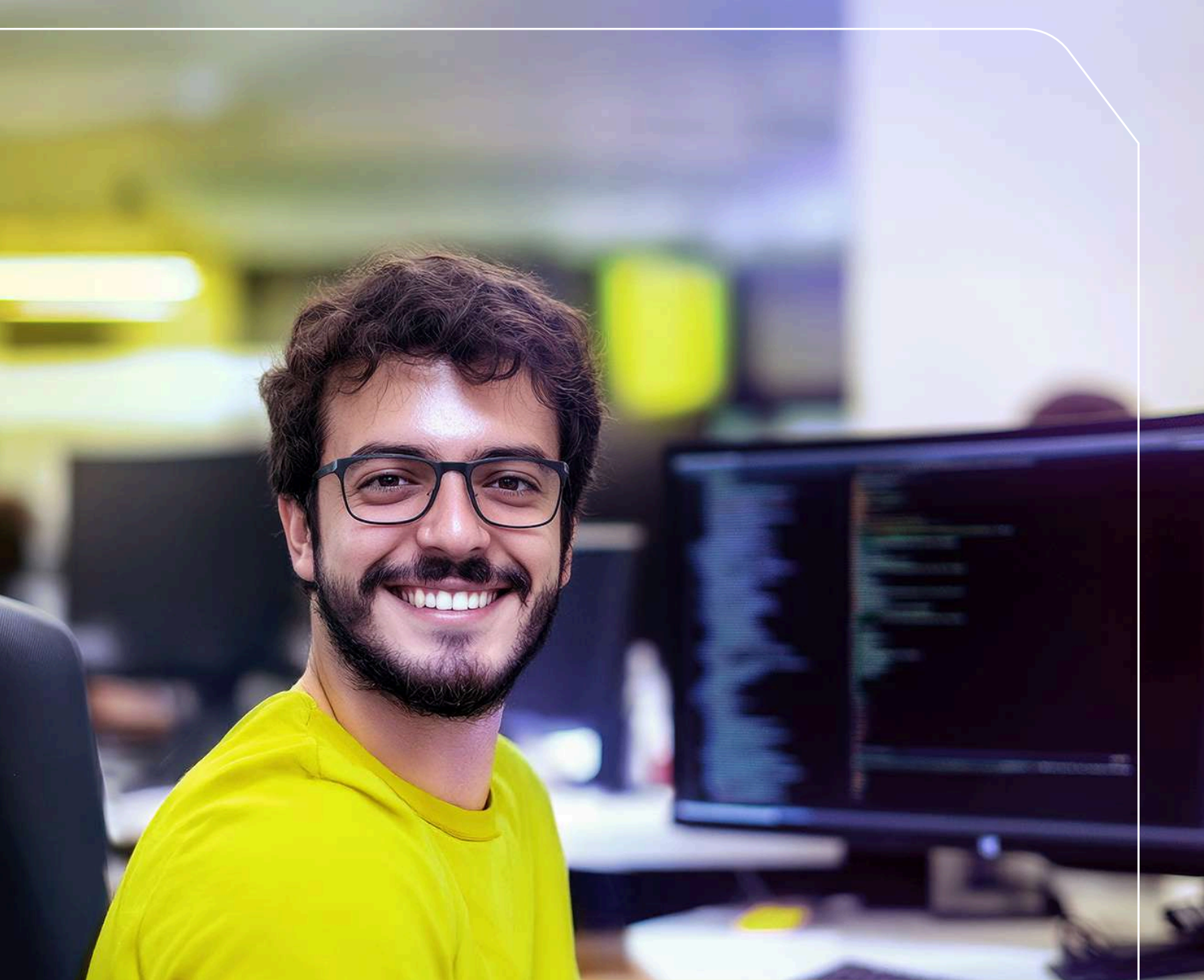


Scripting languages



Frontend





Your growth
at Qodeca





You grow, we grow. **Growth** is a priority.

We're proud to say that 90% of Qodeca's leaders were promoted internally!

That's no coincidence. It comes from our deliberate focus on developing talent. We don't look outside for "ready-made leaders." We invest in people who are already succeeding in our projects, working with clients, and supporting our operations. We value stability and partnerships powered by people who grow alongside our organization.



Training budget:

A dedicated budget for your individual development.



Training and conferences:

Our team regularly takes part in workshops and industry events.



Regular development meetings:

We don't leave your career path to chance.



E-learning platforms:

Access to tools that support learning new technologies and developing soft skills.



Team, integration, & *celebration*

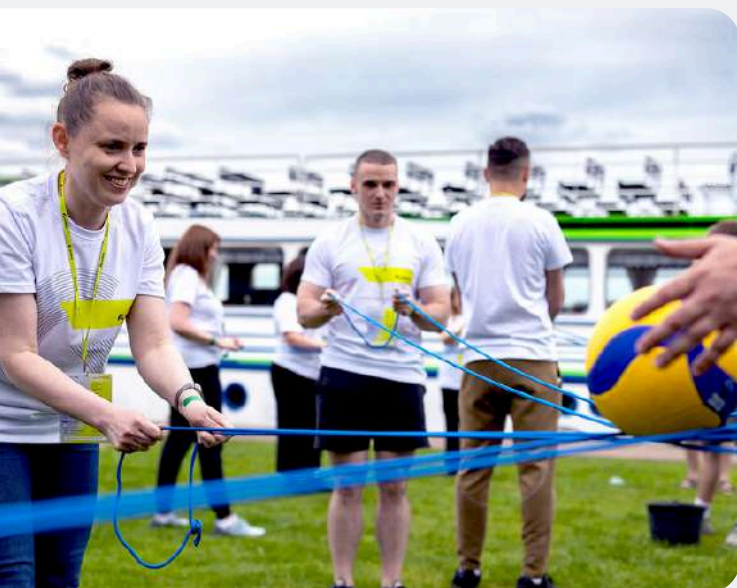




We work as one team, and we know *how to celebrate!*



The moments we spend together outside the office can be just as inspiring as our work. We regularly organize team-building workshops with activities, surprises, and, most importantly, a chance to spend time together face to face.





We also believe every occasion is worth celebrating! On your birthday, there's always a little something waiting for you, and every year we celebrate "Programmer's Day" in style – whether you write code every day or not!



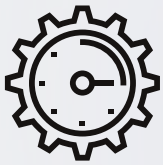


What we offer – *benefits*





Why is Qodeca a ***great place to be?***



Convenience first:

100% remote work and flexible hours.



A team you can always count on:

There are no silly questions here.



Paid service breaks:

Time to reset and recharge.



Your health and fitness matter:

Medical packages and sports cards.



A great start:

A great *Welcome Pack* and high-quality work equipment.



Qodeca
through our
team's eyes





Success at **Qodeca** starts with **people**.

Przemysław Foryt

Team Lead Frontend
Developer



One of the milestones in my career was becoming Lead Frontend Developer. It was a big step because I had to start thinking much further ahead...



Tomasz Chudobiecki
Chief Technology Officer



*What helped me grow?
Definitely the trust I received
from Marcin and Kasia, as well
as the rest of the team. And
the really interesting projects,
both from a technology and
business perspective.*



Paweł Sarnowski
QA Engineer

Communication and responsiveness are real strengths of both the company and the entire team. I never had to wait long for an answer, and the information I received was precise and exactly what I needed.



Recruitment process





***WE*recruit.** Fast, straightforward, and respectful of your time.



1

Send your CV:

Your application goes through an initial review.

2

Short online call:

A 30-minute conversation with Gosia or Magda from our HR team – we simply want to get to know you!

3

Technical interview:

An online meeting with our experts where we'll dive deeper into the technical details.

4

Decision:

Clear feedback, an offer, and... welcome aboard!

The entire process takes no more than 2 weeks!



Your ***start*** –
tailored
onboarding





A good ***start*** sets the tone. We won't leave you on your own!

Day 1

Start whenever it works for you! Your first meetings with HR and your leader/Buddy will already be in your calendar. Get your equipment, log into our knowledge base (TomHRM), company Gmail, and Slack.

Week 1-2

Get to know the project, your tasks, and the people who have an impact on your work. Start working on your first tasks and join team meetings.

After week 2

A short meeting with HR or a quick onboarding survey – we'll make sure everything is going smoothly.

Month 1, 2, 3

Regular feedback meetings with your manager and HR. We get to know each other and talk about your progress.



Want to know
more?





Feel like this could be the ***place for you***, or have a question? ***Let's talk!***



I support both employees and managers every day, staying close to the business. You'll meet me during the recruitment process, where I'll tell you as much as I can about our company!



Magdalena Habicht
HR Manager



I always put people first. I listen, ask questions, and support them across different areas.



Małgorzata Galińska-Wąsik
HR Specialist



Contact



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Check out our open
positions at



qodeca.com/career