railsware

GREAT PRODUCTS GREAT [:CODE]

Railswarian's Bonuses & Benefits

Work Local or Remote

- You can work in the office or remotely from any location. Over the last few years Railswarians worked from 10+ countries all around the world, including Ukraine, Poland, Austria, Germany, Spain, Portugal, China, Thailand, Singapore, Samoa, Mexico, USA etc.
- You are working flexible hours
- We have two comfortable offices in Kyiv, Ukraine and Krakow, Poland
  - Our offices are equipped with modern ergonomic chairs and standing desks
  - You can always find fresh food and drinks in our kitchen

Great compensation

- Railsware offers competitive salaries
- To calculate salaries and bonuses, we rely on your colleagues' opinion. We have a proven math model to calculate your salary based on 360 degree colleagues review [*]
- Every 6 months, we pay bonuses that are calculated based on the company revenue and the same 360 degree review [*]
- As an additional financial help, we provide savings accounts and microcredits
  - With savings program you can keep your money on the company accounts until you need them
  - Microcredits can be helpful when you need some additional cash, e.g. to buy a car

Perks

- You have 24+10 days per year as vacation. There are standard 24 vacation days. As we are a team distributed around multiple countries, you get 10 days on top to cover public holidays
- We cover 3 quick illness days and 24 long illness days, but, hopefully, you won't need those ;)
- Medical insurance will cover your expenses on private healthcare
- To motivate our team to stay fit, we cover sport expenses

- According to our hardware policy, you will work with the best equipment. Default workstation consists of 15-inch MacBook Pro and top-quality monitor, with additional accessories like trackpads, mouses, headsets etc.

Travel around the world

- To stay on the edge of new technologies, Railsware supports your participation in conferences and hackathons
- If there is a need, we provide relocation support (from Ukraine to Poland)
- Every year Railsware organises company retreats with spouses and kids to spend time together and have fun somewhere in amazing places like Austrian Alps or islands in the Atlantic Ocean

Work environment

- Great clients from America and Europe
- World-class engineering and design team
- Top-notch approaches in product design and engineering
- You are the key driver for your personal growth and can evolve in a community of professionals
- Ability to contribute to a company level responsibilities you are passionate about, and grow beyond your roles
- If you would like to write blog posts, contribute to open source or build own products, you can allocate 10% of working time to be spent on activities in Railsware Labs
- To stay competitive, we need to learn constantly, this is why Railsware invests time and resources in educational programs for our team

Learn more about Railsware

- Website http://railsware.com
- Knowledge sharing http://railsware.com/blog
- Open Source http://railsware.com/open-source/
- Case studies http://railsware.com/case-studies/
- Railswarians on Instagram https://www.instagram.com/railsware

[*] - Policy applies only for the production staff

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