SMARTLY.IO

Becoming a Smartlie:
What to Expect?

Hi there!

We're super excited that you're looking into joining our team.

This booklet explains how we work at Smartly.io and tells what you can expect if you ace the recruiting process.

Good luck with your next interview!

Cheers,
the Engineering team

What Makes Smartly.io a Great Place to Work?

● We have a strong culture of ownership, which means you can have a significant personal impact on the products we're building, as well as their impact on our customers and our business.

● The scale of our technical challenges is somewhat unique in Finland or Europe, which means you'll have a hard time trying to find a similar learning curve elsewhere.

● Even though we've grown beyond being a small startup, we're far from done. We continue to launch new products, most recently Video Templates and Pinterest.

● We're well past the infamous startup stage where everything is on fire all the time. That said, we're still growing fast, and we need to rein-vent how we work and operate continuously. Teams and functions grow steadily, and that presents us with new challenges to overcome.

● If you're interested in working closely with customers, you'll have an opportunity to work with some of the most advanced online marketers out there.

● If you're ever considering starting your own company, you'll want some hands-on experience with how modern learning organizations are built and run.

● Finally, having worked for one of the fastest-growing SaaS businesses in the world is probably not a bad thing for your professional career development.

Introducing our Development Teams

We believe in full-stack teams that own their roadmap and ways of working. Since the boundaries live over time, teams also name themselves. Teams have diverse skills ranging from design and frontend to backend and DevOps, allowing them to build anything from their roadmap with minimal dependencies.
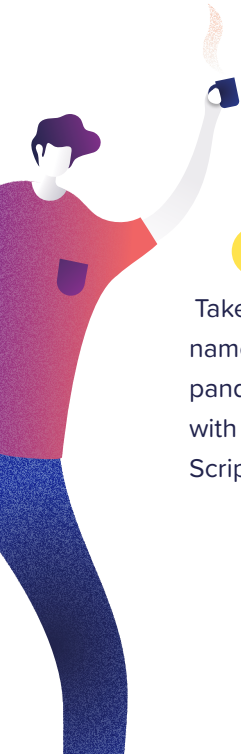
Middle Management

Builds our core product for Facebook, covering everything from campaign creation to the onboarding experience. Extracts mostly TypeScript microservices from the PHP codebase. Has lots of frontend-heavy work.

Top Gun

Creates feed-based advertising products and product catalogs. Working mainly with Ruby on Rails, Kotlin, PostgreSQL, Cassandra, and ElasticSearch.

Autopsy

Improves customers' performance with the latest machine learning algorithms. Does math with Python, and new microservices with TypeScript.

AweSoMe

Takes care of all other social media (hence the name) channels – starting from Pinterest, expanding to Snapchat and Twitter. Integrating with the work from many other teams. TypeScript, React, Redux, Node.js, PostgreSQL.

Bobby Tables

Operates our reporting infrastructure with a sharded PostgreSQL, builds the APIs with Ruby on Rails, and implements our campaign management and reporting UIs with React and Redux. Data pipelines for getting reporting data into our systems.

Value for Life

Creates internal BI tools, dashboards, and metrics for product teams, billing and sales tools development. Mainly Ruby on Rails backends, PostgreSQL databases, and interfacing with external business-critical tools.

Kino

Recently launched our brand new Video Templates product. Renders millions of videos from product catalogs' static assets. TypeScript, React, Redux, Node.js.

Some Thoughts on the Technologies we Use

Each team makes the decisions about their technologies while keeping in mind the operational and cross-team collaboration aspects. In practice, we work with a bunch of different tech, but each team only needs to know a subset of them.

We don't expect anyone to know all of the technologies beforehand, but knowing some of them will help. Generally, we're trying to get new team members to play with their strengths and choose their first team accordingly.

Here's a list of the backend technologies we work with. Again, an individual team most likely works with one or two of these stacks:

● **Node.js with TypeScript, Koa, Objection.js and PostgreSQL**

● **Ruby on Rails with PostgreSQL and Cassandra**

● **Kotlin (JVM), Akka HTTP, Akka Streams, PostgreSQL and ElasticSearch**

● **PHP, MongoDB**

● **Python, Flask, NumPy**

On the frontend, the story is a bit simpler: we started with an Angular-JS codebase, but we've been working on converting the most important views to React and Redux. We're using Flow for type-checking when we've been adding types to existing codebases, and TypeScript when starting fresh projects.
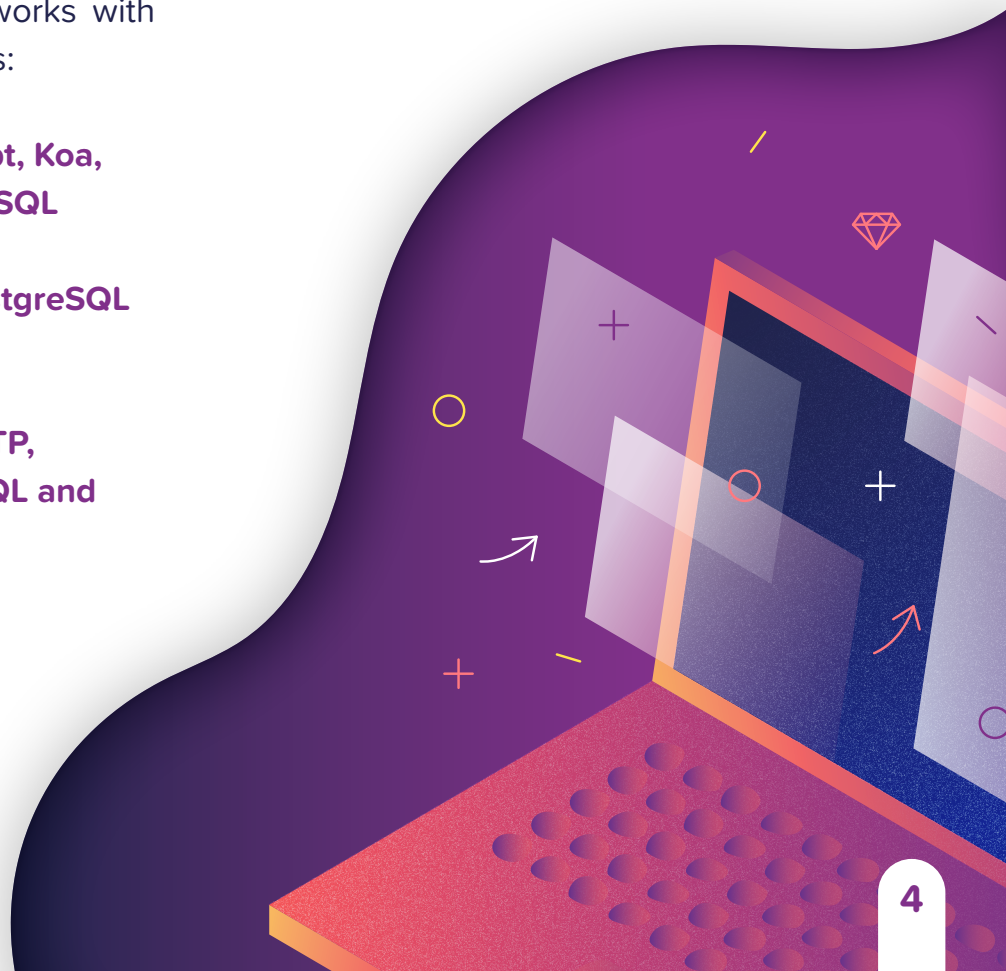
What to Expect from Our Recruiting Process?

We're growing fast and hiring for a variety of profiles. We're looking for T-shaped people, who have a good command of the basics, and be specialized in anything from databases to domain expertise, UX, agile process understanding, and so on. Our development teams have different needs, and we believe the best way to find a perfect match is through a conversation with you.

There are two reasons why we like to have a thorough recruiting process. One—we want to get to know to each and every candidate before we make the final call. Two—we believe that choosing whether to join a company is a big decision for you. Going through a more elaborate hiring process allows both you and us to make these critical decisions based on more data points.

Our recruitment process has four steps that test the depth of your technical knowledge and your ability to make informed decisions.

● **First meeting:** before diving deeper into your tech skills, we want to know who you are and what motivates you. It's also an opportunity for you to learn more about Smartly.io.

● **Technical interview:** we'll discuss areas relevant to you ranging from frontend development to networks, security, and development methods. We're trying to get a clear overview of your skills and where you could learn more.

● **Coding exercise:** we'll be pair programming in Node environment to make sure that you can also code. Previous experience with Node.js or JavaScript is not necessarily required, as the session will be very interactive. Meet your future team to learn what they are working on.

● **Final interview with engineering leads.**

Learn More about Us

Get an overview of what we offer to everyone who joins our Engineering team. Read what engineers think about working at Smartly.io, browse our perks and benefits, and take a closer look at some of the product features our team has been working on at

www.smartly.io/developer

Read our tech blog to dive deeper into what technical challenges our development teams are tackling at
https://medium.com/smartly-io
https://www.smartly.io/blog/tag/engineering

Take a sneak peek of our company culture, ways of working, and vision at
www.smartly.io/culturehandbook

Check out our profile in Stack Overflow at
www.stackoverflow.com/jobs/companies/smartly

Read what employees think about working here at
www.glassdoor.com/Overview/Working-at-Smartly-io-EI_IE1398927.11,21.htm

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