

TALENT AT TESSIAN

# Life as an Engineer at Tessian.





MEET THE TEAM

# Alfonso, Full Stack Engineer

## What's your Tessian story in a nutshell?

Since I joined over 2 years ago, we've grown from a tech team of 5 or 6 to being almost 50. We've had to change the teams, their structure and introduce new processes around them, but we have kept the essence of what (in my opinion) makes us great. In this time I've felt that my voice is truly heard and had the chance to embrace the vision of the company and work closely with the product team to have a significant impact. I contribute to production features daily and can improve the way we work by introducing new services, improving existing processes or evolving them to make use of new technologies. I am part of a great community of smart people which is doing awesome work.

## What does a normal day look like for you?

We allow people to come to work at almost any time in the morning, so I take that opportunity to arrive at the office around 8 am. I like having the chance to come earlier to really focus when no-one else is here. We work in scrum, so at 10 am my team has a daily standup, where we share what we did yesterday, what we'll be doing today and any potential blockers we have.

We encourage Deep Work between 10-12 so I again have the chance to code uninterrupted. We work in Scrum, so the way a standard day goes (imagine the middle of a sprint) is a person grabs a feature from the sprint backlog, our deployment procedure then involves a Github Pull Request, a merge to master, quick test on staging and deploy to production – automated using Concourse.





I sometimes have team meetings in my calendar, like product backlog refinement or more targeted ones to talk about a specific feature or project. The rest of the time I'm (happily) coding.

## What's a recent or notable project you're proud of?

The project I'm most proud of is the Tessian dashboard. It's the main page of the portal where you land when logging in. Here at Tessian we collect huge amounts of data and we needed a way to show the information and meaning behind all that data in an easy and insightful way. The dashboard shows the actual value provided by Tessian in a series of charts, metrics and figures at one glance.

From a product point of view it's particularly important for first impressions, demos, pilots and I honestly think it looks very cool.

From a technical point of view, it was particularly challenging to find a way to show all those metrics on one single page. To be able to pre-aggregate the data so that we can easily show the metrics in a (for example) time-series chart that shows the amount of breaches prevented in the last 30 day per-day was very satisfying.





# What do you enjoy about working at Tessian?

“Tessian is a great environment if you want to grow as a developer – you can take a lot of responsibility and feel that you’re having a huge impact. You get all the perks of being in a startup, like fast pace, a rapidly growing team, but you’re also shipping first class software for important businesses. If you want to have a say in your team, how the product is shaped and how to make our customers happy – then this is the place for you!”

**MONIKA**  
Developer, Gateway







# How did we help you with relocating to join the team?

“I moved to London from Lagos to join the Tessian engineering team. Tessian ensured a smooth relocation by providing dedicated legal support to help me out with the immigration process along with a relocation bonus to help with travel costs and accommodation. One of the major pain points of any relocation process is settling in within your first few weeks in your new environment and in your new job – Tessian provided a home away from home experience within this period which had a huge positive impact on integrating with the engineering team and with my new community.”

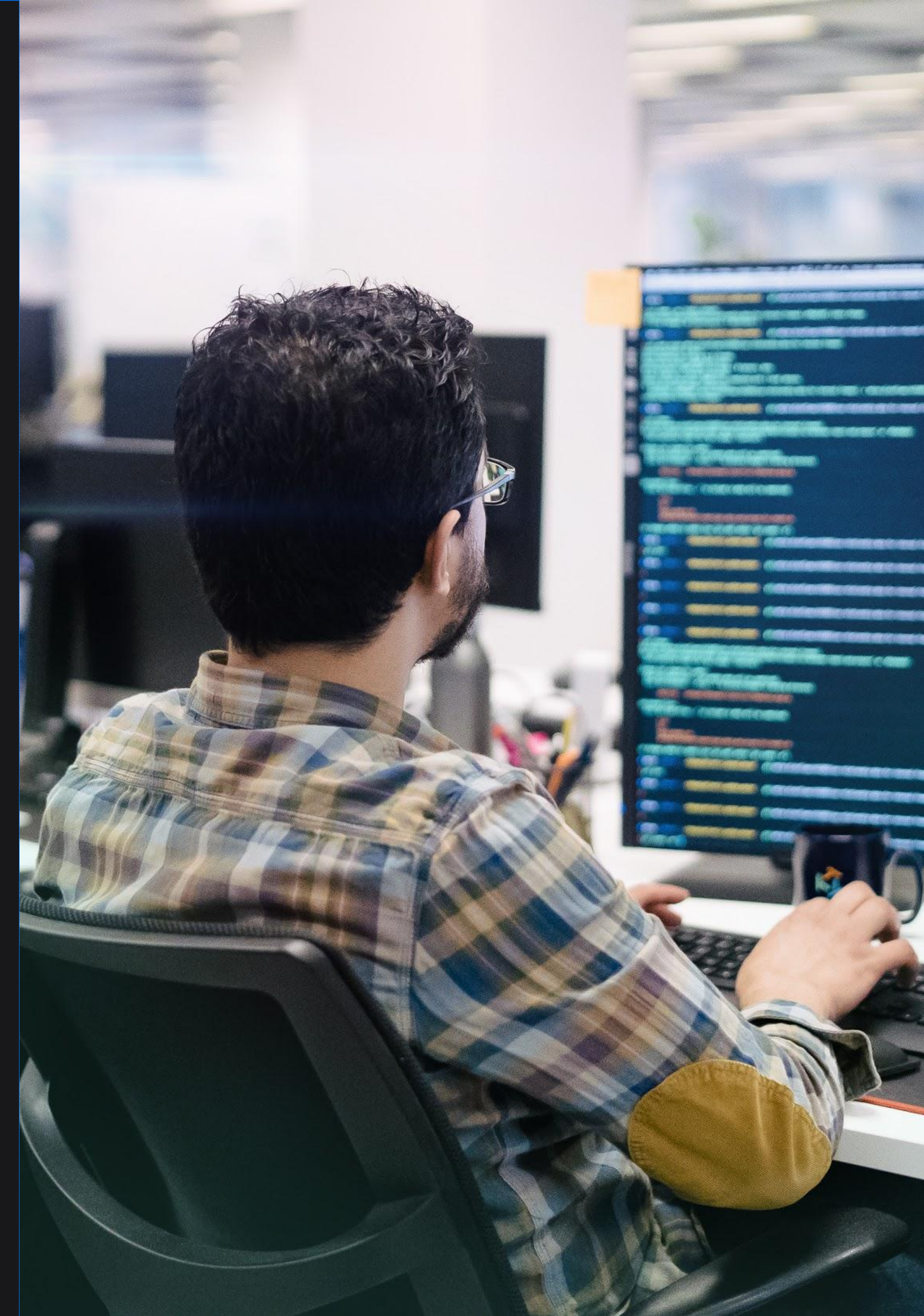
AHMED  
Developer, Gateway



# Why did you choose Tessian and how did the team help you settle in?

“I chose Tessian because I was looking for an interesting job abroad. When I applied Isabella from the Talent team reached out to me and set-up an interview. I went through the process and after speaking with the team I accepted the offer. For me it was a new step in life – a medium sized company with a really friendly atmosphere, based in London – I couldn’t wish for more! The team is very experienced and I settled in very smoothly and quickly.”

ANTON  
Developer, Platform







# How has Tessian helped with your development since graduating, what have you learnt?

“Time has flown by really quickly over the past year – it’s always really busy! In my case I came straight out of uni and I did a conversion to Software Development so I had about 1 year of formal education in compsci under my belt. What I love is that the products being built here are genuinely complex and interesting, and we always aim to build new things. From early on, I was getting involved and being part of projects and in terms of support, the other team members and my manager have been invaluable. 1 year on and I’m still learning loads of new stuff!”

DANTE  
Developer, CSI



# Our Mission

“We believe technology should secure the digital interactions of employees without compromising user experience or productivity. This means we have to be smart about approaching previously unsolvable problems. The way we do this is by empowering engineering teams to decide what they work on – we don’t believe in roadmaps but instead focus on how we can provide impact for our customers.”

**ED BISHOP**  
CTO and Co-Founder







# Our Values

As I’ve been a part of growing our Engineering Team from 10 to 60 I’m proud that we’ve managed to retain the culture that got me so excited about this company in the first place. Recently we’ve chosen to make our Engineering Values explicit as we think it will be crucial for our next stage of growth. The values we hold each other to daily in Engineering are:

<b>Security first</b>  To truly protect the human layer we design security into our systems and treat security as a priority.	<b>Driven by customer impact</b>  We don’t measure ourselves by code written or projects completed. Our purpose is to solve problems for our customers.	<b>Take full ownership</b>  We take complete responsibility for all aspects of our work from the beginning.	<b>Get it done</b>  If we can ship it now, we ship it now. Take initiative and embrace change.	<b>Always improving</b>  We care about quality and aspire to leave our work better than we found it.
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When I’m asked how to be the most successful engineer at Tessian I think of these values and how they are exhibited daily by the bright and passionate people that I get to work with.”

**ANDY SMITH**  
Head of Engineering