

# REVERSE APPLICATION

GET ON BOARD!

#ThinkingBreakthroughs





Nagarro accompanies customers on their way into the future of digitization and meets the challenges of a rapidly growing IT industry. Large companies rely on Nagarro to gain a significant competitive advantage. Nagarro is the global services arm of the Munich-based Allgeier SE group and employs 6,000 experts in 21 countries.

**Nagarro GmbH**  
Am Europlatz 2, 1120 Vienna  
+43 1 409 58 90-0  
[www.nagarro.com](http://www.nagarro.com)

# Dear Reader!

You are interested in Nagarro as an employer? That makes us very happy! If you want to know whether we are your “perfect match,” take a look at our “Reverse Application”!



„If you want to contribute to the development of an aspiring, agile company, then you have come to the right place!

Nagarro in Austria combines the advantages of a local company with those of a global organization. With us, you don't only have the opportunity to participate in interesting projects in Austria, but also - if you wish so - to work worldwide across international teams.

Our mission is: ‘Make distance irrelevant between intelligent people.’ Find out what's behind it, and use the interviews to get to know Nagarro via our philosophy, our business, our customers, our projects, and our agile way of working.”

**Alexandra Sumper | Member of the Austrian Leadership Team**

“Our organizational culture is built on our ideals of transparency, collaboration, regular feedback, and continuous learning. This unique ethos underpins everything we do, and it promotes excellence at all levels. We look forward to seeing you at Nagarro.”

**Manas Fuloria | Co-Founder & CEO**



„The personal and professional development of all our employees is very important to us. A People Guide selected by you supports you in your personal development and replaces the classic ‘superior’. In addition, we offer all our employees a comprehensive internal training program for further professional development. As part of the Nagarro Curriculum, you can qualify in highly sought-after technical disciplines during working hours. The already existing modules in the areas of test automation and technical testing will be expanded with the new training cycle for software development.”

**Iris-Sabine Bergmann | Head of Human Resources, Austria**

# Curriculum Vitae



## Personal information

Name	Nagarro GmbH
Employees	Nagarrians
Year of birth	1996
Nationality	Austria and more than 20 other countries
Number of employees	200 in Austria & over 6000 worldwide
Latest acquisitions	Farabi & S4M (United Arab Emirates, 2019), ANECON (Austria, 2018) & Mokriya (USA, 2017)
Parent	Allgeier Group in Munich
Siblings	Allgeier Experts, Allgeier Enterprise Services, iQuest, mgm, Objectiva
Partnerships Global	Amazon, Atlassian, Google, Hybris, Microsoft, Salesforce, SAP, Tenable, Upskill, etc.
Memberships Austria	ASQF e.V., ATB Austrian Testing Board, Enterprise Training Center/ETC, Future Network, STEV Österreich, tecTrain, etc.
Sectors	Banking, Gaming, Manufacturing & Automation, Media & Entertainment, Public Sector, Telecommunication, Travel & Logistics
Life motto	Thinking Breakthroughs

## Current awards in Austria

Kununu Top-Company & Kununu Open Company  
Great Place to Work Austria & Europe 2017  
"TestingPro": eAward 2019 & Constantinus Award 2018  
Microsoft Country Partner of the Year 2018

## Extract of our Austrian clients

Admiral Sportwetten	HOERBIGER	payolution
ANDRITZ	KTM	s IT Solutions
BVA	ÖBB	Verbund
Casinos Austria	Österreichische Post	Zürich Versicherung

# Our system of values = 6 + 1

If you want to be successful today, you have to meet the expectations of your own employees with the corporate values. "CARING" unites our six core values and stands for positive cooperation at Nagarro.



## C = "Client-centric"

We work in partnership with our customers. For them, our teams always create the greatest possible customer benefit.



## A = "Agile"

Agile working stands for transparent and flexible processes which allows us to quickly adapt to changes. Experimentation is welcome and mistakes are allowed.



## R = "Responsible"

We take over responsibility for our tasks, our projects, our collaboration and ultimately for the joint achievement of our corporate goals.



## I = "Intelligent"

Nagarrians have specialized expertise, but also the ability to think outside the box. We analyze problems, bring innovative solutions to the table and can weigh risks independently.



## N = "Non-hierarchical"

A flat hierarchy is important to us, everyone can contribute ideas and opinions at eye level. Many decisions are therefore made within the Circles. Of course, there are still topics that are decided by the management.



## G = "Global"

We work as a global team and know no borders between countries. Differences and diversity are part of our self-image. English as the company language is a matter of course for us and is important in the exchange with our globally active colleagues.

# What our customers say



"With Nagarro, we have found a partner on whom we can rely at any time. I deliberately chose the term partner because I see a big difference to a supplier or service provider. The Nagarro team responds individually to our situation and does not simply try to find and sell a standard solution. It always strives to find a perfect solution in the spirit of a partnership. This is an aspect I especially appreciate and I am looking forward to further successful projects."

Hannes Gutmeier | CIO, SORAVIA Group



## Flight planning for various airlines

Nagarro implemented the flight planning software for Lufthansa, which 110 airline customers use to calculate 30,000 flights a day. The software optimizes the take-off and landing perspective, the flight route, and the airfoil taking into account all flight restrictions, CO2 emission targets, weather and historical flight data. If the cockpit says: "Your estimated flight time is 4 hours and 45 minutes," this is the information from the software developed by Nagarro.



## Agile Testing at ÖBB Ticket shop

The project objective was to unify all sales channels (Web, mobile, customer service, ticket vending machines, railway staff, partners) on the basis of a new, service-oriented architecture with standardized APIs. Nagarro helped shape the agile-process and supported the implementation in a very complex project environment with a tight schedule and frequently changing requirements and priorities. Central responsibilities included test & quality assurance as well as product ownership.

"Nagarro, with the teams in Austria & Gurgaon, has significantly contributed to the expansion of our B2B activities in the field of real money games. A positive surprise for me was, that Nagarro was and is accommodating, proactive, and supportive in every way before and after the start of our cooperation. I appreciate that Nagarro is always fully committed. A real relationship, not a pure transaction."

Thomas Kolbabek | CTO, Greentube





### Assisted Reality for ÖBB-Postbus

Together with Nagarro, ÖBB-Postbus implemented an Assisted Reality project and from now on uses Smart Glasses for bus inspection. Up to 280 new buses per year have to be “approved” by inspectors before regular operation, a tedious and error-prone process. Instead of continuing to work with analog protocols in a paper form or with flashlights, cameras, etc., the inspectors can now use Smart Glasses to control all applications by voice command. Defects can be recorded by audio (“speech to text”) and images or videos can be attached. Afterwards, a complete acceptance report is automatically generated and exported.



### The Connected Worker pilot project with Smart Glasses

A1 implemented together with Nagarro a new Assisted Reality working scenario for the acceptance procedure on antenna masts - so far, the only Connected Worker application for outdoor technicians. With the help of data glasses and Assisted Reality, the new solution simplifies the work process and increases the safety of technicians in hard-to-reach locations. The A1 acceptance technician operates from his office and is connected to the regional field technician, the “Connected Worker,” via the AR solution. Thanks to Smart Glass, the technician can concentrate “hands-free” on acceptance and communication with colleagues.



„Nagarro helps us to increase our sales in key areas and to move forward through innovation. Over time, Nagarro has grown to become one of our most important software development partners and in this area we have never been disappointed. Nagarro behaves like a start-up, ready for anything, very result-oriented, and is never slackening until we actually get what we want as a customer.“

**Dr. Roland Schütz | CIO, Lufthansa Group**



# What we are doing

With our expertise, we accompany our customers in the process of bringing business-critical IT projects successfully to their goal. That's why we educate ourselves continuously and we are constantly working on the latest technologies, true to our motto: Thinking Breakthroughs!



## VISION

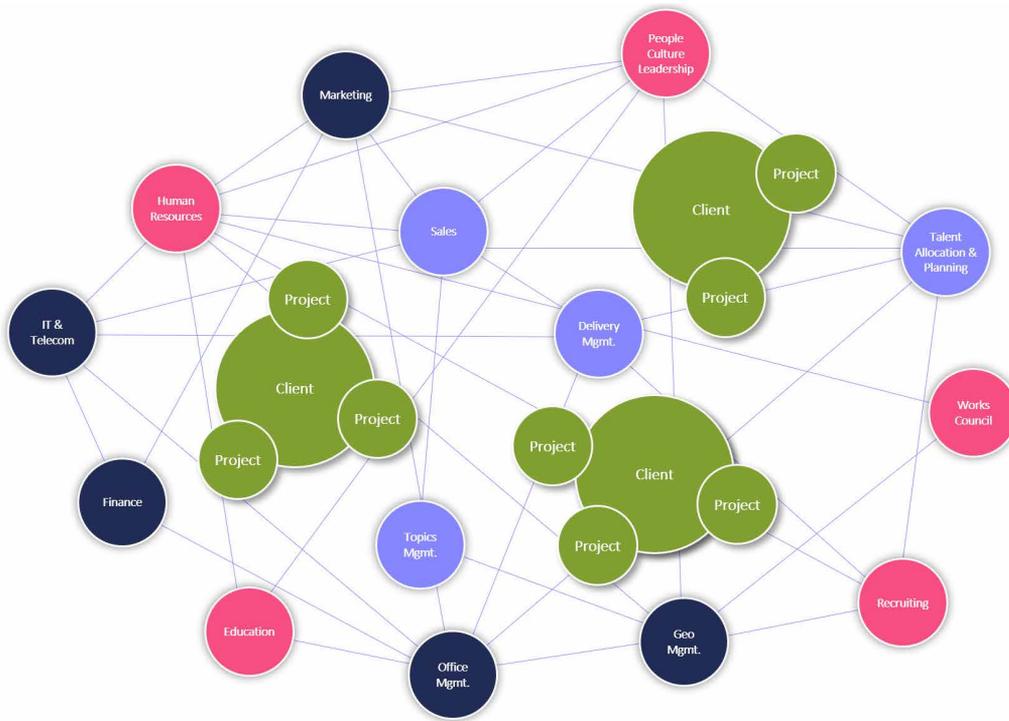
We are a global technology company, which is characterized by a high degree of technical know-how, constant innovation, conviction for quality, absolute customer orientation, and, above all, agility.

## MISSION

"Make distance irrelevant between intelligent people." Nagarrians use their trust and their mind to build bridges between each other. They overcome distances between teams, customers, and partners from wherever they are in the world.

# Our organizational model

We have an innovative, agile organizational form with a flat hierarchy, a high degree of self-management and personal responsibility and a flexible, rapid response to market changes. As with holocracy, we are organized in Circles, and Nagarrians can work in different roles in several Circles, thus gaining a wide range of experience and skills.



Circles at Nagarro (State: 07/2019)

## An example:



Daniel Eder works as a member of a Customer Circle in various projects. In addition, he is a member of the "Topics Management" Circle, where he is in charge of the "Agile" topic. He has made this choice in order to contribute his strengths to the active shaping and to gain a variety of experience and further competence.



"We like flat structures, teamwork at eye level, and an open information policy. Everyone appreciates each other's contribution to the project and no one leaves you alone with challenges, and we all pull together not only in one direction, but also in the same direction. Cooperation across national borders works incredibly well and fast, thanks to the customer rather than process orientation. This requires a lot of personal responsibility, and it creates free spaces!"

Peter McBride | Systems Engineer

"The innovative organizational model gives everyone the opportunity to actively contribute and implement ideas that have been accepted, regardless of the role you have in the company."

Bernd Ruiss | Account Director



# AMERICAS



**Eivind from Norway**  
**Security advisor:**

"Nagarro brought me onboard to help bootstrap our offerings for Information Security globally. All this combined with the freedom to continuously develop my skills in new ways in a global setting, allows me to grow as a professional."

SAN JOSE

CHICAGO

TORONTO

BOSTON  
NEW YORK

ATLANTA

JACKSONVILLE

GUADALAJARA

MONTERREY

LONDON

FRANKFURT  
PARIS

MUNICH

OSLO



**Varun from USA**  
**Associate Lead Technology:**

"Nagarro has been my second family since I joined in 2011. The positive, youthful energy is tremendous. Each person is given a chance to grow and expand their potential and share their skills and knowledge. I'm glad to be a part of this fantastic family!"



**Alexandru from Romania**  
**Dev Operations Manager:**

"What I like about Nagarro is that it gives you infinite possibilities. So, it's only up to you to decide your limits. But what makes the journey truly great is the spirit."

# MEA

# ASIA-PACIFIC

HELSINKI  
STOCKHOLM  
COPENHAGEN  
LEIPZIG  
KRAKOW  
VIENNA  
H  
TIMISOARA  
MALTA



**Vera from Austria**  
**Global Marketing:**  
"For me, Nagarro is a truly global company without any borders between countries or hierarchies. Thanks to this mindset, it's always fun, and I can enjoy working from offices in Vienna, Munich or even Gurgaon."

TOKYO

DUBAI  
ABU DHABI  
GURUGRAM  
JAIPUR  
PUNE  
HYDERABAD  
BENGALURU

KUALA LUMPUR  
SINGAPORE

MAURITIUS  
JOHANNESBURG



**Richa from India**  
**User Experience & Design:**  
"Working with Nagarro has been such an enriching experience! It has nurtured me not just as a professional but also as a responsible human being who thinks about the environment and how our individual contribution impacts it. The work culture here is unlike any other I've seen in a big organization... This positivity will stay with me forever."

MELBOURNE  
SYDNEY



# What we are offering

We support the top performances of our Nagarrians on a forward-looking path in the tech industry. A strong sense of togetherness, open & respectful communication, and flexible time management help us to achieve this.



“We can help shape our development, our corporate culture, and the training we offer. The exchange between colleagues is particularly important and is encouraged by various internal events (“All you can meet,” jam sessions, etc.) and by the open nature of the Nagarrians. I love this exchange because it allows me not only to pass on my expertise and experience, but also to learn technologically and personally from my colleagues.”

Christina Hauk | Application Engineer



„A clear added value that I see at Nagarro is that every opinion has its place. No matter in which field you are active, you can be involved and you can participate in the whole company, thus contributing to the big picture and shaping the company.”

Patrick Riedl | Cloud Architect

# What we are looking for

Our employees are the key to our success, which is why we require some skills and qualities! Do you find yourself in these key competences?

„Nagarro gives employees great freedom to develop their skills - whether technical, organizational or in the leadership role in a project or team. Independence and creativity are desired and encouraged when solving problems. When support is needed, there are more experienced colleagues to help.“

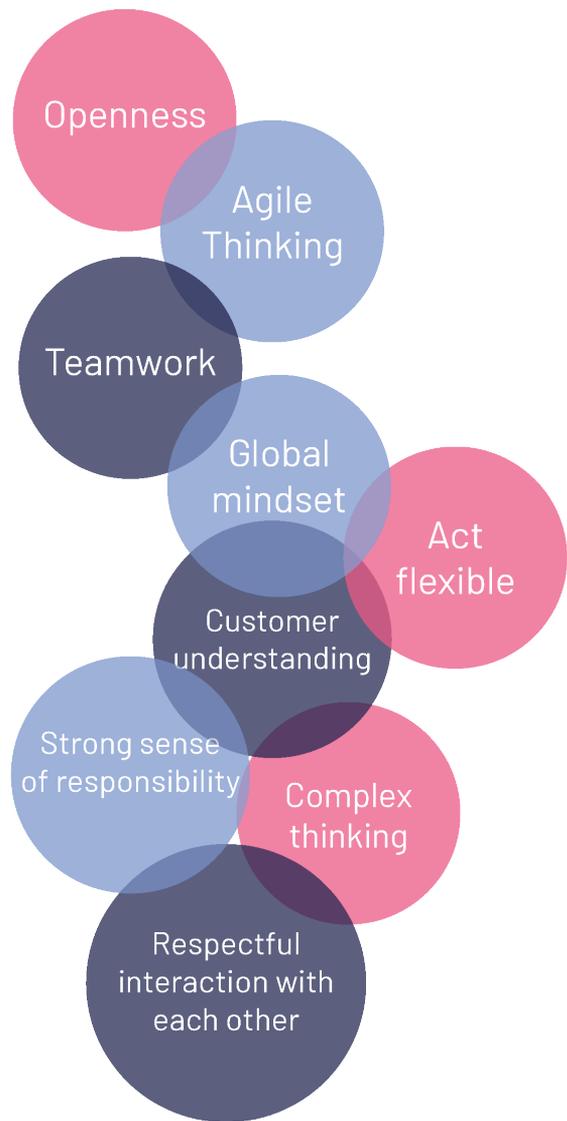


Daniel Brezina | Cloud Architect

„Working at Nagarro is something special for me because a lot of people come together and work together here who have a lot in common: We think outside the box. The quality of our work, professional excellence, innovation and further development are important to us. We are down-to-earth and approach challenges pragmatically. Honest and respectful contact with one another is central to us. We can achieve great things together and it always makes me proud to be a part of Nagarro.“



Anne-Kathrin Schock | Software Test Expert



# Our Homebase



Soundproof meeting rooms allow us to work in a concentrated manner



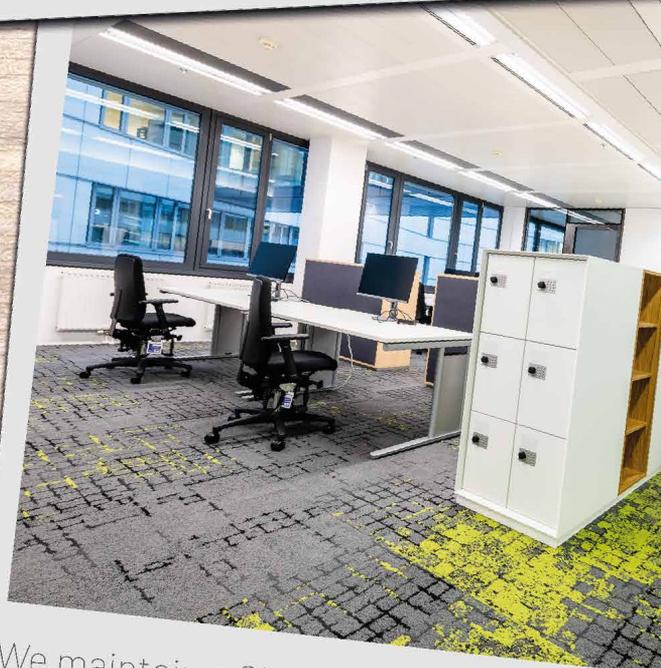
In our Creative Room, many innovative ideas emerge



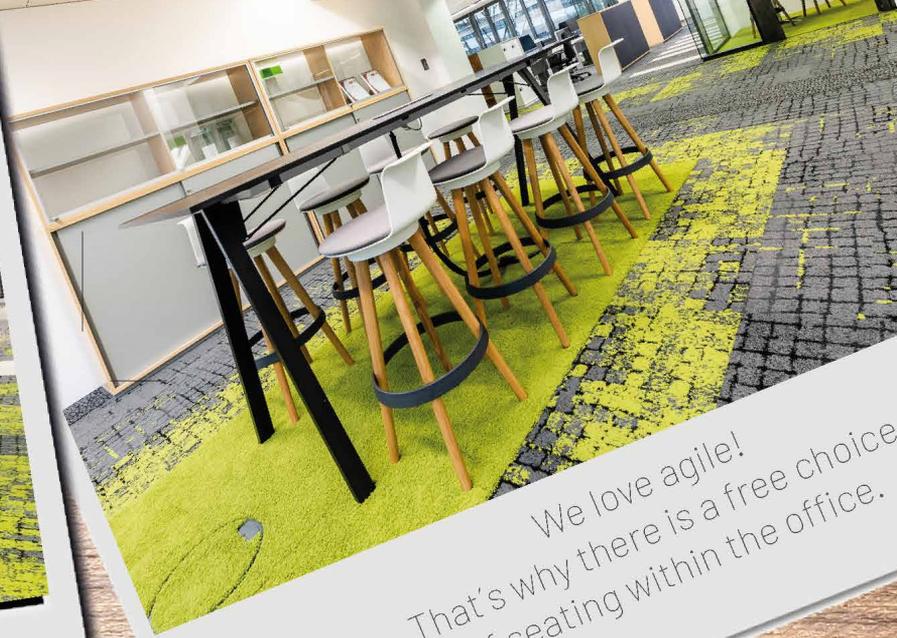
There's still room for you on our Nagarian Wall!



We are especially proud of our brand-new location: We get the nature into the office!



We maintain a Clean Desk Policy, and even possesses his/her own locker



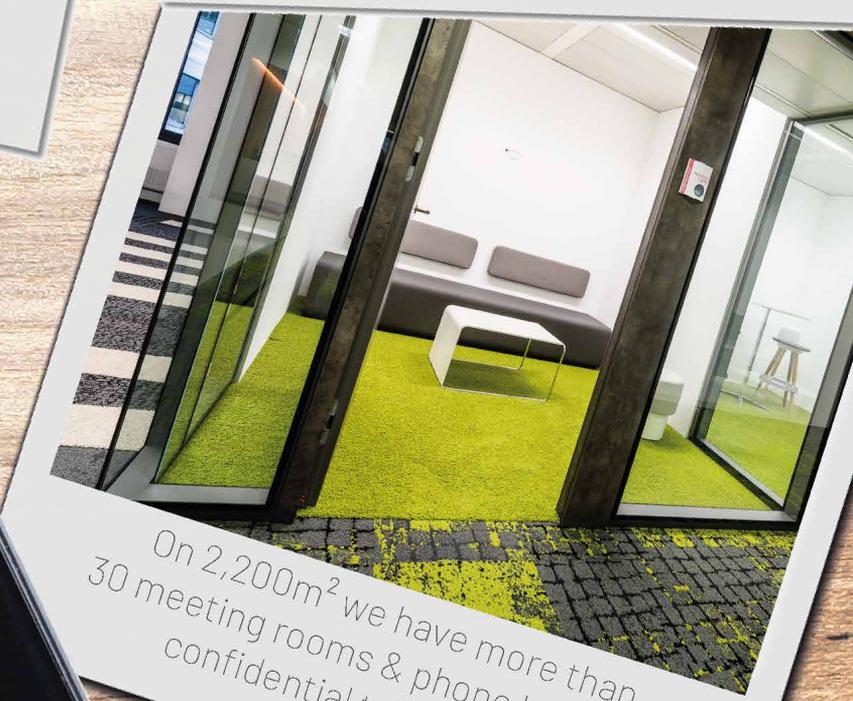
We love agile!  
That's why there is a free choice  
of seating within the office.



The Break-Out Area invites to engage in  
small talk and celebrations



Whether you need boiling water  
from the tap or roasted coffee -  
you'll get it!



On 2,200m<sup>2</sup> we have more than  
30 meeting rooms & phone booths so  
confidential talking is easy

ryone

# Our training & education offerings

In order to be successful, it is important to be able to develop further. We promote this development with tailor-made training and further education opportunities for our employees. Our offer includes soft-skill training, professional training, and certifications.

## Soft Skill Trainings

In addition to professional qualifications, personal, social and methodological skills are also important keys to success. Trainings around communication, moderation, presentation, teamwork, systemic thinking, and conflict management are very popular amongst us. These are designed to impart the necessary skills to handle customer projects in the best possible way.

## Individual trainings

Nagarrians agree on the training and further education focus for the current year as part of the annual employee performance reviews. Individual training measures play an important role in filling gaps in knowledge or making new skills available. The aim of all further training courses is to successfully implement the newly acquired knowledge in the project situation.

## Certifications

Certifications play an important role in our company and in the customer environment. Therefore, we offer these not only regularly as a service, but also certify our employees. Our offer ranges from ISTQB® Certified Tester, IREB® (Certified Professional for Requirements Engineering), IBUQ Certified Usability Engineer, SAFe® and ICAgile certificates to Certified Professional for IoT.

## Nagarro Curriculum

The in-house training format is a modular on-the-job course for juniors to professionals in the areas of test automation, testing services, and software development. The structure is designed in such a way that employees can have a say in their own career path and focus. By attending courses on other topics, their own horizons are broadened according to their interests and the acquired knowledge is applied simultaneously in project situations. Would you like to test yourself as a trainer? You also have the opportunity to do this!

## NagarroU

Nagarro University is a global platform for all Nagarrians. It offers a variety of e-learning trainings in the professional and personal areas. Learning is self-directed and according to one's own interests. The information about new technologies is quickly and easily available.



„I appreciate the opportunity to actively participate in my further education. Some of my colleagues are trainers for internationally recognized certifications, and I have the opportunity to take advantage of this offer at any time“.

**Stefan Schwartz**  
Test Automation Expert & Delivery Manager

# Our CSR Engagement

At Nagarro, we are committed working responsibly in order to make a positive contribution to the preservation of nature and to a better coexistence of society. Nagarrians around the world engage in a wide range of initiatives, and we would be delighted if you too would become a part of these CSR initiatives.

## Nagarro Art Forum

The Nagarro Art Forum has already been founded in 2013. Every six months, young artists present their work in our office. In the interesting, but sometimes one-dimensional IT industry, creative motifs and the visual arts in general should not be neglected.

## TestingPro

At TestingPro, we cooperate with the nonprofit organization, Specialisterne, for people with autism to become software testers and to open up opportunities for them to enter the job market. It is an initiative that thinks outside the box, takes a new approach against the shortage of IT experts and sends a message about social responsibility.

Watch the video!



## #GIVEUP TO GIVE BACK

This "green" campaign aims to inspire people to abandon certain habits (e.g., the use of plastics) that harm the environment. Alternative environment-friendly options are shown to encourage these people. Since the beginning of 2018, Nagarro has not been using plastic bottles, bags, or plastic packaging. Additionally, Nagarro joined "tree-nation" to stop climate change and deforestation.

## Civic Quotient

Nagarro in India has developed a platform that brings together people of all ages, professions, and non-profit organizations. The CQ community focuses on social issues such as road safety, education, health, and community development. Curious? <https://cq.community/>



# Behind the scenes



Jörg is into "Digital Innovation" and the music of "Birth Control"



Our HR-Team Birgit, Gabi, Klaudia, Uschi, Sophie, Julia and Iris



We have fun in every situation



Dress to impress:  
Nagarro-hoodies for everyone



Cloud-expert Patrick explains to his colleague, Sabrina, the possibilities of VR



There's still room for you  
in our X-Mas-Selfie!



Snapshot with Nagarrrians from all over  
the world—and immediately shared on Yammer



We party all night long.  
Some Nagarrrians are  
true party animals!



ains our marketing  
he HoloLens



Every two weeks it's time for our Jam Session  
with breakfast and Lightning Talks

# People Guides

Professional development and personal development are equally important to us. In order for the positive development to work, our People Guides support you right from day 1 and inspire their environment with a positive spirit and the right mindset.



People Guides at Nagarro do not act as bosses, but as leaders. They are mentors, consultants, and turbo in this role. Nagarrians make their Guides aware of their strengths, are role models themselves, support all members of a team in a balanced way and help them to shape their own path. This understanding of People, Culture and Leadership (“PCL”) is very important to us and stands for Leadership Excellence @ Nagarro.

## “My People Guide is my first point of contact”

The People Guide is my mentor, who supports me in my personal and professional development and not only reduces me to performance. We avoid a classic hierarchical relationship between superior and employee. Being “non-hierarchical” is one of our core values.

Djeneta Aburaimi | Office Management



## “My People Guide is my choice”

At Nagarro, People Guides have to go through a kind of application process and introduce themselves to their Guides. There is a large pool of People Guides, so that a “perfect match” is guaranteed. Whether I choose a People Guide from my field of activity for a better professional exchange, or a People Guide from another field, is up to me. If it doesn’t fit, you can—in contrast to a classic superior/employee model—change the People Guide.

Manuel Hintermayr | Test Automation Expert



## “My People Guide promotes my learning and development process”

Decisions have to be made quickly especially in an agile work environment, and my People Guide is always available. Making mistakes from time to time is OK and is important for the learning curve. Independent thinking is always encouraged. I can move and develop freely within the given framework.

Kerstin Grüneis | Marketing & Social Media



# Social Media

We at Nagarro are proud to work here and like to show it in all our social media channels. Stay up-to-date and follow us! In addition to press articles, new job advertisements, and blog posts, we also publish photos and videos of lectures and events all around the world.



/nagarro.austria



/nagarro



Medium

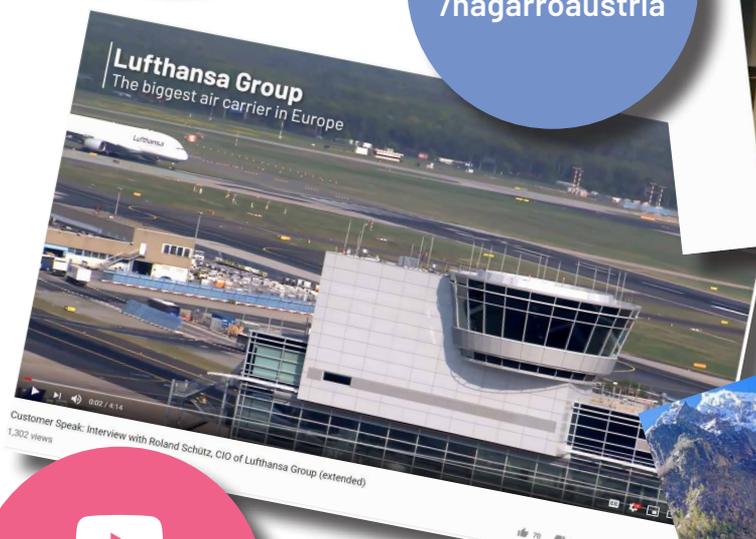
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# Are we a fit for you?

## Checklist:

- ✓ I work with modern technologies (Digital, Wearables, AI, Mobile, IoT, Analytics, etc.)
- ✓ I can work independently.
- ✓ "Lifelong learning" is supremely important for me.
- ✓ I have fun at work.
- ✓ Here everyone meets me at eye level.
- ✓ I can manage my time flexibly.
- ✓ My colleagues have expertise in their field and are happy to share their knowledge with me.
- ✓ I can be creative here.
- ✓ I can count on my team.
- ✓ I can play an active role in shaping the company.
- ✓ I also enjoy an occasional afterwork drink. ;-)



# Do you want to stay in contact with us?



Were we able to convince you with our application as an attractive employer? We would be happy to tell you more about Nagarro, and we are especially looking forward to getting to know you better!

Current job advertisements and the opportunity to apply online can be found on our career page: [nagarro-austria.com/jobs/](https://nagarro-austria.com/jobs/)



**nagarro**

EURO PLAZA  
Am Europlatz 2  
1120 Vienna

+43 1 4095890-0  
[www.nagarro.com](http://www.nagarro.com)



**Your contact person**

Iris-Sabine Bergmann  
Head of Human Resources  
[jobs.at@nagarro.com](mailto:jobs.at@nagarro.com)