

# questers /

INTERNAL NEWSLETTER 2022  
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“ The only  
impossible journey  
is the one we  
don't begin

”

Dear colleagues,

With the beginning of the new 2023, we would like to take a moment and quickly run through some of our milestones in 2022. In the past 12 months, we welcomed 84 new colleagues, started building 7 new teams, celebrated our 15th anniversary, were again recognised as a socially responsible company and supported 17 educational and social charity initiatives!

These are just a few spotlights of our 2022 (make sure to check out the whole list in our blog), but we would like to express our gratitude to you for being part of these success stories. Without your hard work and dedication, they wouldn't be possible! So, thank you again!

Now looking towards the new 2023, we wish you a lot of happiness, success and fulfilment!





## WeShop

At the beginning of November, we were very excited to announce our new partnership with WeShop, a community-owned social network that combines shopping with social media.

WeShop trusted us to build their new development team in Sofia, and now we are looking for multiple tech professionals with proven experience and an eye for code quality. Among the most exciting roles are Android and Node.js Engineers, Test Automation and DevOps Engineers.

The team in Sofia will be engaged with the maintenance, optimisation and development of new features of the WeShop social-commerce-based platform, and will have the chance to work for an innovative company that is revolutionising the retail industry.

Find out more about our partnership with WeShop and the current vacancies [here](#).



## TDV Capital Partners

Later on, during the month, TDV Capital Partners, a private equity firm, also trusted us to support and grow a couple of the company-owned businesses.

The first one is **Syncplicity** - a company that offers a file-sharing and collaboration solution for enterprises. As the firm already had a team of 20+ people working in Bulgaria, the first step of this new partnership was to welcome and set up this team at Questers and then start looking for more talents to join it.



Should you know talented people who want to excel in their careers, do not hesitate to recommend them at [recommend@questers.com](mailto:recommend@questers.com)

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## STEP INTO THE SPOTLIGHT

In this space, we are introducing colleagues who you might have missed talking to, and give you the opportunity to learn a little bit about them.

This time under the spotlight is **Dimitar Filev, Junior Frontend Developer at TPXImpact team** at Questers.

**Use one word to describe yourself.**

Petrolhead.

**As a child, what did you want to become when you grow up?**

I wanted to become an airplane pilot. As a child, when I was bored, I would constantly watch airplanes pass in the sky and imagine what would be the feeling of flying like a bird.

**Which was your favourite subject in school?**

This will be "Analog and Digital Circuits". I studied at a technical high school, and I hated conventional subjects like mathematics, geography, history and literature. I spent hours with the Logic Gate Circuit Trainer device we had at my school. Ironically, it turns out that logic gate circuits have a lot to do with conditionals in programming.

**What do you enjoy doing in your free time?**

Depending on the season, I like swimming and ice skating, but mostly I enjoy spending my time repairing and modifying old cars. I like vehicles between 1998 - 2008 because in that period the electronics took over and got more complicated, but the mechanics are still good enough to last forever.

**If you had the opportunity to have dinner with a famous person (living or not) who would he/she be?**

Jeremy Charles Robert Clarkson - the best TV presenter of all time. He has a unique sense of humour, spiced with very brutal frankness. I grew up watching "Top Gear", and every new episode of the show was like a holiday for me. Even now, when I'm 32 years old, I feel the same way, waiting for a new episode of his current show.

**Share a favourite quote/ thought of yours.**

"INSANITY IS DOING THE SAME THING OVER AND OVER AGAIN AND EXPECTING DIFFERENT RESULTS."  
-ALBERT EINSTEIN



HOT  
FROM  
THE

# BLOG



**"The variety of tasks and the fact that every day could be different is what excites me the most about my work."**

In October, we presented one of our super recruiters – Zlatina Tomova, and her work in our blog. Here are a couple of highlights from our conversation with her:

#### **What excites you the most about your work?**

I know I can learn something new every day, from a piece of interesting information to a new skill. The people I talk to daily, my colleagues and the whole recruitment market are all such important elements that contribute to building better knowledge and expertise each day.

Read the whole interview [in our blog](#).

#### **What challenges are you facing in your everyday work?**

We faced a lot of challenges in the last 3 years. What is more – we experienced the effects of the so-called "once-in-a-lifetime events", such as pandemics, war and solid shifts in economics and the market environment. All of these have inevitably influenced our work and led to a re-evaluation of our methods and approach.

## TOOL FOR VULNERABILITY CHECKS IN GOLANG



On November 10, we celebrated the 13<sup>th</sup> anniversary of the first release of Golang. We used the occasion to invite our colleague Rostislav Bagrov, Senior Machine Learning Engineer in the News UK Tech team at Questers, to share his observations on one of the newest tools introduced in the language – "govulncheck".

Make sure to read his material [in our blog](#).

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## WHAT MADE JAVASCRIPT THE MOST POPULAR PROGRAMMING LANGUAGE?



The 4<sup>th</sup> of December marked the 27<sup>th</sup> anniversary of the most popular programming language in recent years – JavaScript.

To celebrate the occasion, we invited our colleague Kaloyan Kostadinov, JS Engineer at the News UK Tech team, to make an overview of the innovations that propelled it to the top. Again, you can read the whole article [in our blog](#).

## IS IT HARD TO SWITCH BETWEEN PYTHON AND RUBY?

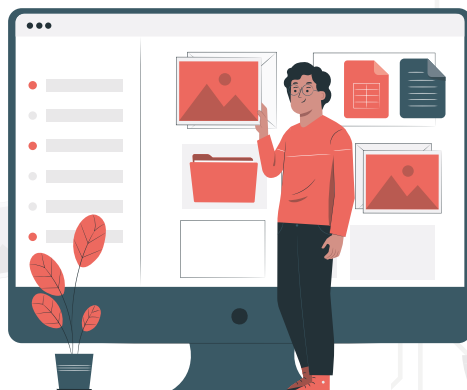
Just before the holidays, on December 21, we celebrated the 27<sup>th</sup> anniversary of the first release of Ruby with an insightful article about how hard it is to switch from Python to Ruby. Our special guest author in the blog was our colleague Alexander Lazarov, Software Engineer at the Funding Circle's team at Questers, who shared his personal experience while shifting to Ruby.

You can find his article in our blog.





# TECH MEETUPS



## Best practices for Ruby + Kafka

In October, we hosted an insightful tech talk with our partner XEMPUS – one of the most successful InsureTech companies in Europe! Our speaker Austin Moore, a Senior Software Developer, came directly from Munich and shared a gripping presentation about Ruby and Kafka. During his talk, he made a quick overview of what Kafka is and how it can help solve various tricky problems. Then he dived into some of the concrete best practices his team came up with during the years working with this complex and powerful tool.



## The Most Important Principle of SOFTWARE DESIGN

Later on, in November, we had yet another thrilling Tech MeetUp. The speaker was our colleague Alexander Kondov, Principal Engineer at the News UK Tech team and author of the book “Tao of React”. During his presentation, he showed how to maintain software quality in a world of ever-changing business requirements. He also shared a couple of architectural practices that make changes possible without mountains of refactoring. What’s more, two lucky attendees won a copy of Alexander’s book.



## Building a FINTECH CARD with AWS SERVERLESS & working with remote teams

On December 15, we held our last Tech MeetUp for the year together with three special guests from Funding Circle – Antonio Vasilev, Richard Ashworth and Juan Vaccari. They had two very insightful presentations about achieving great efficiency when working with remote and cross-cultural teams and also how Funding Circle built a Card with AWS Serverless.



# #LifeAtQuesters

## Coffee tasting

One cosy morning in October, we had a coffee tasting with Martines Specialty Coffee Shop & Roastery. We enjoyed several carefully selected coffee blends prepared in different methods: espresso, cappuccino and filter coffee, and had a great start of the day.



## Rila Hike vol.2

On November 12, we had an adventurous hike to the Rila lakes hut with our friends from the Mountain Rescue Service Dupnitsa.

The Rila mountain revealed to us magnificent landscapes, and once again, we had an amazing time together.



## Beer TASTING

Again, in November, we had a first-class beer tasting at our qClub with a special selection from Divo Pivo brewery. Besides the distinctive beer flavours, our friends from Divo Pivo also shared some insights about the production of craft beer.

We were captivated by their presentation and the 4 unique tastes they introduced to us and strongly encourage you to try their Porter beer (if you haven't yet), which tastes like real chocolate.



## THE BIG TECH RUN



At the end of November, the 7th edition of one of the biggest running events in the country – The Big Tech Run, took place. Besides advocating for a more active lifestyle among the people in the IT sector, the event also supports a different charitable cause each year. As we have been sponsoring this great running initiative from the

beginning, we are very excited to see it evolve each year. The 7th edition of the Tech Run attracted more than 600 people and supported the community centre “Тротоара”.

We also had an awesome Questers team of 13 colleagues who finished with a great overall score and had a lot of fun together.





## CHRISTMAS CHARITY BAZAAR

1 754 BGN DONATED

The Questers Christmas Charity Bazaar is among our favourite activities in December, and after a short pause during the previous two years, we renewed this warm and cosy tradition. Along with the abundance of delicious home-cooked food and plenty of hand-made Christmas cards, this year, we had two very special guests - art atelier "Творилница" and the JAMBA foundation. Both organisations had their stands and were selling amazing items made by and in support



of people with mental disabilities.

At the end of the day, we were able to donate 630 BGN split between the two organisations, and additionally, they had sold a number of items for the total amount of 1,124 BGN.

With the total amount of 5 497 BGN, we gladly supported:

- „Нашите недоносени деца“ foundation that supports the families of premature babies.
- **Bat World Bulgaria** foundation, which takes care of injured bats and works to build a rescue centre for them.
- **Together We Can** foundation, which works for the better integration of children with special needs.

## TPXimpact CHRISTMAS GIVE | 5 497 DONATED

For a second consecutive year, our holding company TPXimpact had a special Christmas Give initiative, through which it donated 20 BGN on behalf of each team member at Questers to a charity of their choice in Bulgaria.

## CHRISTMAS GIFTS

3 000 BGN DONATED

For our traditional Christmas gifts to team members this year, we have prepared something warm and useful and something cute and gracious.

The first part of our presents were stylish hoodies to which we added cute textile elves to boost the Christmas mood. With these little fellas, we supported the art atelier "Творилница" with 3000 BGN and their cause to ensure employment for people with mental disabilities.



## CHRISTMAS PARTY

We really missed our traditional Christmas parties during the previous two years and therefore this December we threw a really big one.

Our special guests were the boys from the popular Bulgarian indie band Hayes & Y, who further boosted the atmosphere, and we rocked all night.

Here are some photos to feel the vibe:



# GIVING BACK



## SUPPORTING VRATSA SOFTWARE 4 200 BGN DONATED

Vratsa Software is an organisation that focuses its efforts on developing the digital industry and growing the IT community in the town of Vratsa and has recently announced its expansion to the town of Montana as well. We truly admire their work and very much enjoy collaborating with them.

This year we supported their software academy, covering the full tuition fees of 6 students – 4 PHP students in Vratsa and 2 Java students in Montana.



## NATURAL SCIENCES OLYMPIC TEAMS ASSOCIATION 3 000 BGN DONATED



Natural Sciences Olympic Teams Association (NSOTA) unites the leaders of the Bulgarian Olympic teams in Astronomy, Biology, Informatics, Mathematics, Linguistics, Chemistry, Physics, and the team of Young Physicists. The association aims to ensure proper training processes for the bright students in those teams and contribute to their better performance in different international competitions. Each year, more than 60 students participate in around 15 international competitions, and in 2022 they won 113 medals in total, 29 of which were golden. To support these young talents in 2023, we donated 3000 BGN to the association and are now eager to celebrate their future success during the next year.



## EDUCATION WITHOUT BACKPACKS 2000 BGN DONATED

Education without Backpacks works towards developing students' curiosity and potential. The organisation implements and translates Khan Academy (the largest general education platform in the world) into Bulgarian language. We admire their efforts and believe they are achieving great results. Therefore, we supported them with a donation of 2000 BGN, which will help them make even more educational resources and tools accessible for teachers and students in Bulgaria.

ОБРАЗОВАНИЕ  
БЕЗ РАНИЦИ  
[www.obr.education](http://www.obr.education)



## SUPPORTING CLUB S.K.O.R.E.C 823 BGN DONATED

The university club "S.K.O.R.E.C." is another favourite educational initiative of ours that we supported for a third year in a row. The club unites curious students from the Faculty of Biology at Sofia University and helps them apply the scientific knowledge they gain in class in practice.

Our financial support ensured lab supplies for their indoor activities and animals' food required for their field expeditions.



## ANIMAL RESCUE SOFIA CALENDARS | 990 BGN DONATED

In December, we gladly joined the initiative of Animal Rescue Sofia for selling calendars with gorgeous photographs of cute animals. The calendars were available at the reception, and we were able to raise 990 BGN in support of their work with stray and injured animals.

