

questers

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Success is a
mutual effort



questers / part of TPXimpact

In September, The Panoply – the digitally native technology services company that Questers is part of, has become TPXimpact. This was a strategic decision that aimed to strengthen the group's offerings and allow it to deliver impactful, sustainable, digital transformation.

This was a very important shift for the group as a whole, and it would bring some brand modifications in the following months. However, this change won't lead to any disruptions in the way Questers operates internally or with its clients.

Dear colleagues,

2021 has been quite the year, to say the least. We faced new challenges and unusual situations, but we were flexible and managed to overcome them. We achieved a lot, we kept growing, and most importantly, we stayed together.

At the beginning of the new 2022, we would like to thank you for your hard work and dedication and wish you health and the achievement of many new heights in the new year!



TPXimpact

INTRODUCING

LBR, TahDah, Zeelo, Xempus, Nudge Digital & Difrent

The second half of 2021 was very successful, and we managed to attract a number of new partners. Here's a brief summary about them and the new teams we are currently building:

Law Business Research

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Law Business Research (LBR) is a leading provider of business information and legal analysis tools. The Sofia team will be engaged in the development of additional features to LBR's web platform and applications. **Experienced PHP and .Net developers** are among the first open roles.

Find out more about LBR [here](#).

tahdah

discover • grow • connect

TahDah

TahDah - a multi-tenant software as a service platform that aims to revolutionize the way people connect with employers and training providers. The new team of TahDah is already up and running but we are still looking for a Front-end Engineer with React.

More about TahDah [here](#).

Zeelo

Zeelo is a smart bus commuting platform that connects organizations with riders and operator partners via a route optimization platform, mobile apps and operations management system.

We are currently looking for a Lead PHP Engineer, Senior/Mid PHP Engineers, along with React Front-end Engineer to join the new Zeelo team in Sofia.

Learn more about Zeelo [here](#).



Nudge Digital & Difrent

Nudge Digital and Difrent are two prominent companies also part of TPXimpact that deliver strategy-led services. Being part of our holding company, the two organisations benefit from Questers' support to expand their capacities. Therefore, we currently have multiple open positions for their teams.

Find out about them [here](#).



Xempus

Xempus is a Munich-based InsureTech company that develops an innovative platform for digital retirement planning. They have engaged Questers to help them build a dev team in Sofia and further improve their platform.

Currently opened roles for their new team are for Ruby, Vue.JS, .Net and QA Engineers.

Find out more about Xempus [here](#).



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

This time under the spotlight is

Galimir Ganchev

an RPA Developer at Foundry4 team



Use one word to describe yourself.
Optimistic.

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

I was not really thinking about what I wanted to become. I was too busy playing hide and seek. Probably, I was thinking of becoming an athlete of some sort. I remember when I saw archery for the first time, and I was eager to be old enough so I can sign in and start training.

Which was your favourite subject in school?

I was always drawn to science disciplines, such as math, physics and chemistry. There is beauty in knowing how the universe works (for the most part at least :D). How can you not find it fascinating that the

sum of all natural numbers is equal to $-1/12$?

What do you enjoy doing in your free time?

I am a "Jack of all trades, master of none" type of guy. I enjoy doing a lot of different things. A few examples are climbing, hiking, cycling, rollerblading/ice-skating, swimming, and other similar outdoors activities. As for indoors, I enjoy playing Dungeons and Dragons with friends and video games.

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

I would probably want to meet Alex Honnold. He is a free solo climber (climbing big walls without any equipment). I would like to ask him what motivates him

to do such dangerous things and how he keeps himself calm during climbs. I would also ask him how it feels to live in a van and explore the world.

Share a favourite quote/ thought of yours.

In contrast to all said above, my favourite motto is "Never run when you can walk. Never walk when you can stand. Never stand when you can sit. Never sit when you can lay down. And while you are laying down, take a nap.", anonymous.

Tech MeetUp:

Multi-Factor Authentication with Auth0



On October 21, our colleague Svetlin Staev held an insightful online talk about multi-factor authentication and how it can be easily set up in practice. During his talk, he shared his first-sight experience of working with Auth0 and MFA in the process of providing top-class security for the users of the Sun Savers project at News UK. Should you be curious to check it out, you can find it on our [YouTube channel](#).

AWS migration talks with Atanas Dichev At Dev.bg and the AWS User Group

Also, in October, our colleague Atanas Dichev joined the DevOps community of Dev.bg and then the Bulgarian AWS user group to share his hands-on experience in migrating from Akamai to AWS CloudFront. This was a huge project for Nasko's team, and he had a lot of insights to talk about.



EVENTS

Java Beer Summit



In August, we took advantage of the good weather and joined the Java Beer Summit. It was a refreshing experience after a long time of online-only meetings. We were excited to meet many familiar and some new faces too.



Thirsty Thursday

After the great success of our summer Thirsty Thursday party in June, we enjoyed yet another one in August with delicious cocktails, cold beers and lively talks.

Vol. 2



End of Summer party with Preya



To properly close the summer season, we had one grand „End of Summer“ party in September. And as you may have expected, it was a blast! We welcomed the lovely Preya and DJ Trom Bobby and enjoyed an evening with live music, exquisite cocktails and a breath-taking sunset. See for yourself:



“js.talks()” 2021

jsTalks 2021 was yet another tech event we couldn't miss. It took place in November and gathered a lot of JavaScript professionals who exchanged knowledge and ideas. We joined the event with the News UK team. All colleagues were awesome team ambassadors. What's more - Gabriel Dimitrov, James Spencer and Liwen Knight-Zhang had an interesting presentation about

how their team delivers effective modern digital news through NewsKit. If eager to find out more, check out our interviews with them on [our blog](#).



Rila Walk

In November, we took an adventurous trip to the Rila mountain with the Mountain Rescue Service – Dupnitsa. We escaped the city for a day and enjoyed the sunny autumn weather in great company. We were also happy to support the work of the Mountain Rescue Service with a modest contribution of clothes and medical supplies!

The Big Tech Run

We had a strong Questers presence at this year Big Tech Run – one of the biggest running events throughout the year. The 6th edition of the run gathered more than 500 running enthusiasts and supported the “Trotoara” foundation. It aims to ensure a creative environment for young people and encourage them to improve their skills and acquire new ones.

Everybody from the Questers team finished with a great timing, and we’ve heard they had a lot of fun after that.

If you would like to join this champion team next time and find more running fellows, make sure to join our [#Running Slack channel](#).



Beer Tasting

Being true beer fans, we decided to organise a beer tasting event in November and meet with the Bulgarian craft brewery Divo Pivo. Besides tasting 4 different beers, we enjoyed a nice company and learned a lot of curious facts about the brewing process and the different types of beers.



Christmas presents

In 2021, our traditional Christmas gifts were better than ever!

We've not only surprised all of our colleagues but managed to do some good too:

- Through the comfy backpacks we supported Gorata.bg and the planting of 775 trees in Bulgaria.
- The yummy chocolate

bars were in support of the TimeHeroes cause to promote volunteering.

- We encouraged reducing the use of single-use plastic through cute reusable KeepCups.
- Embraced the holiday spirit through a bottle of fine wine.



CHOCOLATE
IS BETTER
THAN A HOLIDAY
CARD

giving programme

Our Giving Programme is an internal initiative that aims to engage team members and make a positive social impact. Traditionally, it is focused on education, but occasionally we support some green, social, or health causes too. You may always support it through purchasing a charity voucher through qPortal, proposing an Initiative or joining our Giving Programme board by dropping a line at giving@questers.com

Here are some of the causes we supported in the second half of 2021:



QuizIT vol. 6 3000 BGN donated

QuizIT is a charity quiz for the IT industry organized by Teach for Bulgaria on Questers initiative. Besides raising funds in support of Teach for Bulgaria's work, the event aims to increase awareness about their mission to improve the Bulgarian education system. Although being online, its 6th edition gathered more than 60 curious participants.

Vratsa Software 2700 BGN donated

Vratsa Software is continuously working to build and develop the digital industry in the town of Vratsa. Through various events and activities, the organization aims to set up the foundations for the local tech community and ensure new career opportunities for the local population.

Previously we've been supporting their annual hackathon - Hack Vratsa, but in 2021 decided to contribute by covering the full tuition fees for 3 students in their IT academy.



Club "S.K.O.R.E.C." 900 BGN Donated

"S.K.O.R.E.C." is a nature conservation and educational club that unites curious students from the Faculty of Biology at Sofia University. As we admire their efforts to connect the scientific knowledge students gain in class with the nature conservation practice through expeditions, open discussions and other activities, in 2021, we supported them for a second time. Our help ensured lab supplies for their indoor activities and animals' food required for their field expeditions.



Foundation "Hug Me" 2180 BGN Donated

"Hug me" foundation organizes regular art workshops and summer schools for institutionalized children. They provide a place to develop kids' creativity with the help of friends, painters, writers, actors and journalists.

The beautiful photographs you see across the office are a gesture of gratitude for our donation to them.

TPXimpact Christmas Give 6900 BGN

In December, through a special Christmas Give initiative, our holding company TPXimpact donated 30 BGN on behalf of each colleague at Questers to a charity of their choice in Bulgaria.

With the total amount of 6900 BGN, we gladly supported:

- Art workshop "Tvorilnitsa" - a social initiative that ensures work and integration for people with mental health problems.
- Wildlife Rescue & Breeding Centre - engaged with the treatment, recovery, and release of rare wild animals or species threatened with extinction.
- Telerik Academy School - the largest free IT education initiative for children in Bulgaria.

