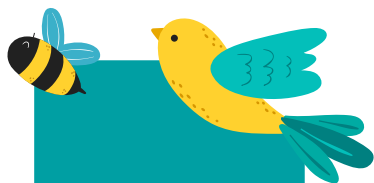




# Questers

INTERNAL NEWSLETTER 2020  
ISSUE I



Q1  
2020

WHAT  
A  
YEAR  
HAS  
JUST  
STARTED!

**Use one word to describe yourself.**  
Victor.

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

I wanted to be a writer, but then I discovered computers and, lo and behold - I became a programmer, a person who uses their imagination to write code, so I've managed to get the best of both worlds.

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

I hated having to study, so sports were my favourite classes, especially after I discovered my love for volleyball.

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

Discovering new hobbies and practicing old ones.

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

Tough question as there's a whole list. Probably Jordan Peterson if I had to pick only one, as I share a lot of his world view and would love to chat about it with him.

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

It doesn't matter how many times you fail. You only have to succeed once.

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

# Viktor Tutov

Team Lead at PremFina team @Questers

# STEP INTO THE SPOTLIGHT



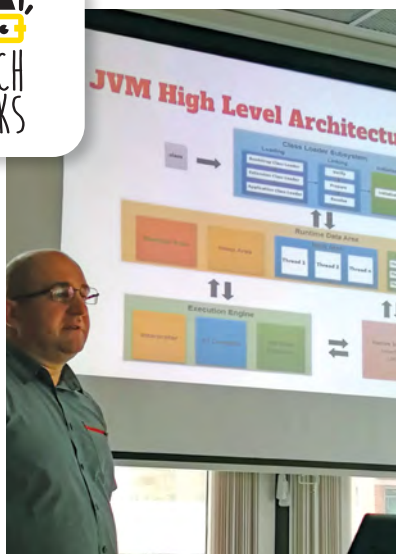


## Self-growing Culture and High-performing Teams

In February, **together** with the News UK team, we hosted an insightful talk about team culture and how to hire amazing people. At the beginning of the evening, Jeremy Burns, Head of Engineering, talked about his involvement in the

set-up of the Bulgarian team in the past year. He gave some insights on what kind of people he was looking for and how he aimed at getting the best out of them. Afterwards, Svetlin Staev, one of the team leads in Sofia, shared his first-hand experience of becoming part of such a great team with amazing spirit and culture.

## JVM – What makes JAVA Tick



## Questers teams inspire students to pursue a career in IT

During a series of discussions in February, colleagues from the MIRACL, PremFina and News UK teams met students from the national programme “IT career” – a 3-year course on programming designed for high school students. The discussions aimed to give the

students a good grasp of what the software engineer profession is like.

Each team shared insights based on their field of expertise, the technologies they are using, and answered any questions the students had.

[Read more about the sessions with each team on our blog.](#)

This year we are renewing our internal **knowledge** sharing sessions where colleagues exchange insights and ideas with each other. The speaker of the first Lunch Talk

was our colleague Stefan Dragnev, Senior C++/ Java Developer. He talked about Java Virtual Machine and shared some insights from his practice.

# CELEBRATING LONG-LASTING PARTNERSHIPS

## News UK team 1<sup>st</sup> anniversary

In January we **celebrated** the first anniversary of the News UK team at Questers. For just one year they have reached almost 30 people and are continuing to grow. We

are super happy to be supporting their expansion in Bulgaria and to collaborate with such motivated and talented people!

**Keep up the great work, guys!**



## Agent 3 team turned 5!

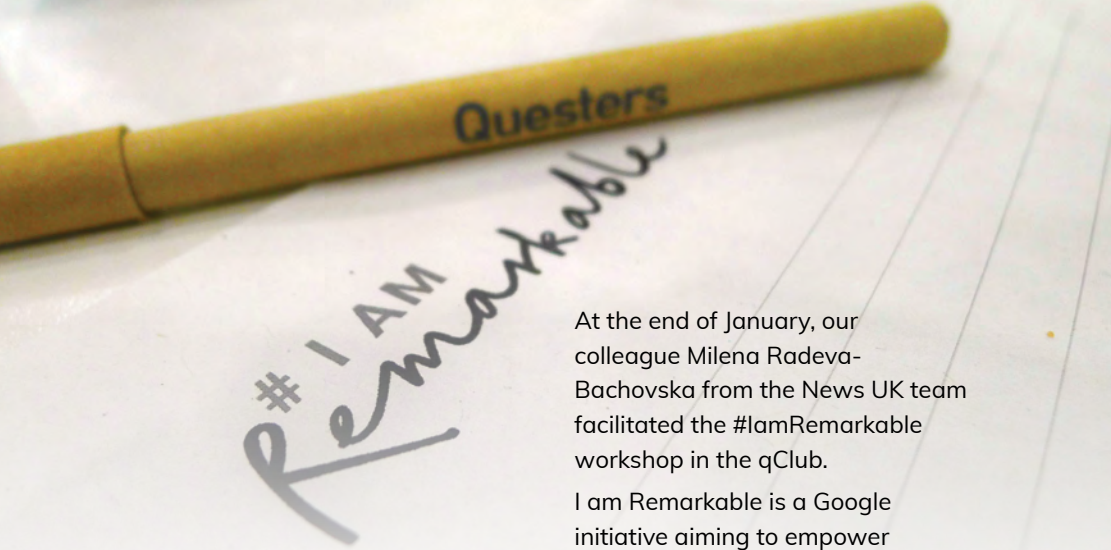
It's always a pleasure to see such a collaborative team working hard and accomplishing great **results**. We've been together with the Agent 3 team

for 5 incredible years, and in March we celebrated the occasion properly.

Happy to keep achieving more together, agents! **Keep rocking!**







At the end of January, our colleague Milena Radeva-Bachovska from the News UK team facilitated the #IamRemarkable workshop in the qClub.

I am Remarkable is a Google initiative aiming to empower women and underrepresented groups to speak openly about their achievements in the workplace and beyond.

Milena successfully made the participating ladies challenge their perception around self-promotion and motivated them to be more confident when speaking about their achievements.

We love coffee! Last year we consumed 312 kg of it, and a coffee tasting session sounded like a great idea for the beginning of 2020. So, we did it.

One wonderful Friday morning

## Coffee Tasting

in January, we tasted 3 different blends of coffee and voted for the one we would like to drink during the year.



# EVENTS

## Board Games Night @qClub

One of our favourite ways to spend a Thursday evening is playing board games with colleagues. So, in February we gathered in qClub and showed our geeky side.

## Martenitsa Workshop & Bazaar



In line with the Bulgarian spring tradition of gifting and wearing red and white adornments for health, at the end of February, we organized a Martenitsa workshop. During the workshop our handy colleagues crafted some awesome martenitsi for their loved ones. In addition, a week before 1st of March, colleagues could support Ole Male, a non-profit organisation that helps children with special needs, by buying some of their martenitsi at the reception.



## Mineral Make-up Workshop

To celebrate the International Women's Day, we welcomed the adorable Koni from My Mineral Make-Up. She told us about the benefits of mineral cosmetics and showed us some make-up tricks. All of our lovely colleagues received a small gift, and 3 of them even took the role of models and got personal make-up advice from her.



# BEING AWESOME WHILE #STAYINGATHOME

With the announced State of Emergency by the government in the middle of March, we had to stay at home. But that couldn't stop us from being awesome. So, we took the situation in our hands and organized a few contests. Here's what happened so far:

## Chef at Home Contest

The second week of the work from home came with a **food** contest where team members had to share their home-cooked masterpieces. We've seen a lot of delicious-looking dishes and now can't wait to return to the office for a round 2, so we can try them all.

Congratulations to our colleague Monica who won the contest with her brownie with oranges.



## Selfie Contest

The first one aimed at showing the great home offices we have and how we rock while working from home. But it turned out that our **team** has grown bigger. A lot of our colleagues were getting extra help in the work by a number of cute little fellows.



## GIVING BACK PROGRAMME

### 6000 BGN DONATED Ambassador for a Day

Ambassador for a Day is an **initiative** of the British Embassy in Sofia that was launched in 2018. It allows young girls to experience the work of an Ambassador for a day and empowers them to share their perspective to the emerging issues of our world.

In February we supported the 3rd edition of the initiative. Its theme was „Bulgaria on the world stage“. The 18 winners participated in a two-day programme in Vienna and visited UN, the OSCE, and the

Bulgarian Cultural Institute and also experienced representing Bulgaria in a multilateral platform.

### 2000 BGN DONATED QuizIT vol.5

In February we supported the cause of Teach for Bulgaria through our favourite QuizIT. The 5th edition of the **charity** event took place in City Stage and gathered more than 120 participants.

The event raised 2000 BGN which Questers doubled. The total amount of 4000 BGN will be used for the additional qualification and development of the teachers in the programme.