

# questers

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“ ONE TEAM, SPIRIT, VISION ”



# questers / Sweet 16

Do you know why 2023 is so special to us? That's right! Because we are celebrating our 16th anniversary. On this occasion, we would like to express our gratitude to you - to all our amazing colleagues, clients, alumni and friends who have been a key part of our journey. Your hard work, support and commitment have contributed to the incredible achievements that we are proud of today!

In June, we marked this milestone with a buzzing event that will remain forever in our memories. The anniversary party was a kaleidoscope of colours that made the perfect stage for unforgettable moments. The catchy music had us all dancing with boundless energy and the refreshing cocktails kept us cool in the summer heat. And let's not forget about the delicious food that delighted our taste buds and left us craving for more.

We can say only one thing *cheers*  
to the *sweetest 16 years* and here's to  
the even sweeter years yet to come!





## 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 Kristina Dyakova, Principal Software Engineer at News UK team at Questers.

### Use one word to describe yourself.

Positive.

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

To be honest, I didn't want to grow up. And I didn't understand why all the adults kept asking that question. I just copied some of the answers that my friends had, like a vet or an architect. Actually, during the second half of my prom year, I decided to pursue a career as a software engineer.

### Which was your favourite subject in school?

I really liked art and mathematics.

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

I really like spending time with the people I love. I read some webtoons and manga.

Besides that, I have recently enjoyed some crafts. I enjoy the adrenaline rush and from time to time I ride a motorbike, go skiing or sailing.



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

"What got you here, won't take you there." This is a quote that is stuck in my mind for a month now. I was recently promoted and the responsibilities that I now have are quite different from before, so I need to change my mindset to continue growing.

# CALL FOR RECOMMENDATIONS

Guess what? The News UK team @ Questers is on a thrilling quest for extraordinary tech talent! Are you willing to help?

Should you know an awesome technology enthusiast who also fits the description of some of the roles at [www.questers.com/open-positions](http://www.questers.com/open-positions), feel free to refer them to us at [recommend@questers.com](mailto:recommend@questers.com).



*It's worth mentioning we offer a very tempting bonus for bringing great talent.*





# Hot from the BLOG

**„THE HR LEADERS ARE IMPORTANT BECAUSE THEY ARE THE KEY LINK BETWEEN THE MANAGEMENT AND THE EMPLOYEE WORKFORCE.“**



On the occasion of the International Human Resources Day in May, we invited Hristina Valchanova, HR Business Partner @ Questers, to share some thoughts on the profession and her career journey. Today we take a look back at some of the inspiring moments from our conversation.

## **Why are HR leaders so important in helping organizations prepare for the future?**

The HR leaders are important because they are the key link between the management and the employee workforce. If the connection gets lost, the future of the company becomes uncertain. Our role as human resource professionals is to plan and create different initiatives and events, implement best practices, introduce and refine procedures which keep

this connection alive and the colleagues productive.

## **HR departments are becoming increasingly important in maintaining a healthy company culture. In what ways should HR change to meet new demands?**

The HR role and the way it functions have changed a lot in the last couple of years. We used to meet people in person and talk to them on a daily basis. Now, most of our employees are working remotely and it is a challenge to achieve the strong bonds we used to have with them before. It is much more difficult to have an objective view of the relationship between managers and employees and take timely actions when necessary. We no longer have opportunities for small talk and non-formal conversations just because we don't meet each

other in the office. So, we had to change our approach – now we organise more events, initiatives and regular in-person catch-ups, trying to gather people, socialise, get to know each other better – both managers and employees and observe their relations. The IT sector has changed, the world has changed and we have to be adaptive in order to make things work.

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

## **4 PROGRAMMING LANGUAGES EXCITING ANNIVERSARIES**



May and June were notable months in the tech sector as they marked the commemoration of four programming language anniversaries, namely Rust, Java, Swift, and PHP.

On May 15, we celebrated the first release of Rust, a modern multi-paradigm programming language known for its performance, reliability and productivity. It is used to build high-performance systems and has the simplicity of high-level languages like Go and Python, while preserving the control of low-level languages like C. The release of the new language promised to fix the problems that C and C++ developers had been struggling with for a long time, namely memory errors and parallel programming. To celebrate Rust's anniversary, we've brought together all the

major events from the language's development to the present day in one article.

You can find the complete article in our blog section.

Just a week later, we celebrated Java's 27th anniversary. There are millions of developers around the world using Java to create everything from desktop programs to web apps. This makes its mastery a useful skill for everyone who wants to work in the technology field. In recent times every year, a new version of Java is released with new features and improvements.

We took a closer look at the new version of Java 20, which was released in March 2023. A review of all 7 key features can be found in [our blog](#).





In June, on the occasion of Swift's anniversary, we also looked at the major improvements in the new release of the programming language. Over the years, it has quickly gained popularity among developers thanks to its modern syntax, speed and safety features. It has become the main language for developing iOS, macOS, watchOS, and tvOS apps. In addition, it also has vast usage in server-side programming, machine learning, and others. In the famous Stack Overflow Developer Survey, Swift was voted "Most Loved Programming Language" in 2015 and took second place in 2016.

You can find the full article in [our blog](#).



On June 8, PHP also celebrated its anniversary. To recognize its contribution to the modern web, we explored the history of the language, its key features, current popularity and even took a look at some of the tech giants relying on the language.

All the interesting details can be found in [the blog section](#).



## QUESTERS TOOK FIRST PLACE IN THE REPUTABLE "EMPLOYER OF CHOICE AWARDS 2023"

Questers took first place and received an award in the "Company Benefits - Employee Vote" category at the official ceremony of the prestigious Employer of Choice Awards 2023. The company secured the top position with an outstanding score of 9.8 points out of 10 during a vote that took place in June. Nearly 50 local businesses participated in the competition, that aims to recognise the most successful projects in the field of human resources.

Questers' prize in the "Company Benefits - Employee Vote" category highlights the company's commitment to create a work environment where every team member's opinion is important. Employees enjoy the perks of working in a large and innovative company where they are valued as highly skilled professionals, cared as individuals and welcomed as friends.

[Find out more](#)





## CHOCOLATE & WINE TASTINGS

At the beginning of April, we participated in a very remarkable chocolate experience! Together with the experts from Casa Kakau Craft Chocolate, we tasted 4 types of chocolate and prepared a Mexican hot chocolate drink with a molinillo whisk.



On May 12 we had the pleasure to attend a wine degustation with an expert oenologist from Salla Estate! We tasted 4 of their carefully selected varietal wines and took a journey filled with knowledge and inspiration.



## Mountain Hike

In May, we also attended the first outdoor activity for the year. Our teams had the opportunity to take a magical hike between the beautiful trails of Tran and the breathtaking Greben Mountain. The exited mountaineers were guided by the Dupnitsa mountain rescue team and could choose between a relaxed and a ninja-style trek.



## Stand-up Comedy!

### SHOW @ THE OFFICE

Good vibes in May! We attended the grand season opening of the qTerrace with a fresh lineup of talented comedians from Inside Joke Stand-up Comedy. The energy electrified everyone and the jokes made us roll on the floor with laughter.



## GIVING PROGRAMME

# Doing Good

In the beginning of 2023, we set an ambitious goal - to collect and **DONATE BGN 35 000** together with you through our Giving Programme.

We are happy to share that in the first half of the year we raised a total amount of **BGN 16 160** and **BGN 14 000** from the collected funds will be donated to Telerik School Academy. The donation will cover the financial needs of the academies in Montana and Sevlievo during the 2023/2024 school year.

Telerik School Academy is a national educational initiative of the Telerik Academy Foundation. The academy helps students prepare for the digital future and since its establishment in 2010 more than 17 000 school boys and girls have undergone in-person training in programming and digital sciences.





# News UK 2023

## ANNUAL AWARDS



The date of 22 June will hold great importance for the entire News UK team at Questers, as it marked a truly momentous occasion. On this day, the whole News UK team had the honour to be part of the highly awaited News UK 2023 Annual Awards. The event was graced by the presence of special guests who flew all the way from London to present the prestigious awards where our talented members shined brightly in not one, not in two, but in six prestigious categories:

- **TEAM MEMBER OF THE YEAR - VASIL VASILEV**
- **TEAM OF THE YEAR - SUN APPS**
- **TEAM PLAYER - GEORGI MIRCHEV**
- **RISING STAR - TIHOMIR LIDANSKI**
- **UNSUNG HERO - RALITSA ATANASOVA**
- **THE SOUL OF NEWS UK SOFIA - YORDAN BORISOV**

These awards are a true testament to the incredible talent, innovation and passion that runs through the veins of the team.



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# QUESTERS

## TECH MEETUP



On April 26, we held our first tech meet-up for the year. Our outstanding colleagues from the Funding Circle team – Nikolay Penchev, Senior Software Engineer and Dimitar Yoldov, Senior Back-end Software Engineer presented the intriguing topic: **“Functional Thinking (examples with Clojure and Java)”**

During this talk, Niki and Mitko explained why developers are falling in love with functional programming and shared examples based on the usage of Clojure and Java.

As the tradition goes, after the presentation, we had the opportunity to meet and greet exceptional people from the tech community and learn more about their professional interests in this area.



# EVENTS, EVENTS, EVENTS

## RUBY BANTSA & QA BEER

In June, we hosted a special “Hotwire at Work” session with Hristo Vladov, who is part of the Ruby Banitsa tech community. The productive conversations and the delicious food turned the ordinary weekday evening into an amazing one.

On May 18, Software Quality Assurance Bulgaria organized an incredible QA beer event in our office that left us all in a positive mood. We warmly welcomed friends and colleagues who all shared a common passion for both software testing, quality food and beer.

