

# questers /

INTERNAL NEWSLETTER 2022  
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# "GREAT

companies are made of

# GREAT TEAMS!"

# 15 YEARS ANNIVERSARY

The last 15 years have been an amazing journey! We would like to take the opportunity to reflect back and recognize you – the great people we collaborate with and the amazing work you've been doing.

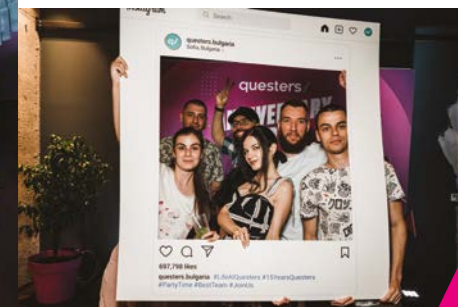
Thank you for being part of our big family, for your passion and commitment in achieving great things together!

May the next 15 years be even more successful and prosperous!

# LET'S PARTY!



To celebrate our 15th anniversary in June, we threw a big party for the first time in a long while. We gathered team members, alumni, partners and friends and enjoyed live music, exquisite cocktails and good food, accompanied by breathtaking city views, amazing conversations and plenty of laughs!





# INTRODUCING

## Times Higher Education

In June, we were extremely excited to introduce our newest partner – **Times Higher Education (THE)**, the trusted global brand behind the world's most influential university rankings! They have trusted Questers to lay the foundation of their new **Product Design Division** in Bulgaria, and their first team members are already on board. Stay tuned for the upcoming opportunities, and should you have some Product Design guru friends, make sure to recommend them.



**Times  
Higher  
Education**

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 Danya Stoyanova, Web Designer at LBR team at Questers.



### Use one word to describe yourself.

Whimsical.

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

I love animals, so I wholeheartedly wanted to become a vet. But you know how all the grownups smash this one with "You need to assist cattle give birth", and they say it in this strange manner, that you start questioning if you want to do it. Plus, I think it's for the better that I didn't become one. I can't imagine myself seeing animals suffer and not being able to help them every time.

### Which was your favourite subject in school?

Literature, art and music. But literature for sure was the most loved one. Since I was a kid, I always loved books. I was getting the reading list for the summer, and I was finishing it by the second week of the holiday. And it was very peculiar to my literature teacher from high school (who I dearly love) that I'll be pursuing a career in math and art.

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

I love climbing, swimming, rollerblading, longboarding, snowboarding, dancing and creating some type of art/craft. I love theatre and concerts and spending time with my friends in nature. Oh, and almost forgot – exploring the world!

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

Frida Kahlo or Neil DeGrasse Tyson – I know this is technically two, but they both are an inspiration.

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

"You've gotta dance like there's nobody watching,  
love like you'll never be hurt,  
sing like there's nobody listening,  
and live like it's heaven on earth."

William W. Purkey

# LIVE EVENTS are BACK!

After all Covid-19 restrictions were lifted, we couldn't get enough of live gatherings, useful knowledge-sharing sessions and joyful conversations. Here are a couple of events we were involved in:

## Security Bsides Sofia Conference

In April, our colleague Spas Genov from the News UK Tech team talked about Front-End Security at the first Security BSides conference in Sofia.

In a presentation with his friend Martin Stoyanov, they showed a few short demos on some common security misconceptions, some of their negative effects and how to avoid them.



## SOURCING HACKS

Again, in April, our Super Recruiter team welcomed the Secret HR Bulgaria meet-up at our qClub. During the event, the guest lector Antonia Petrova, an experienced research consultant, shared her tips on how to find and attract the right candidate.



## Questers' Head of Recruitment – Yoana Bahchevanova @ The Recruitment Conference

In May, our lovely colleague Yoana had an insightful talk about managing and retaining a recruitment team in a competitive market at the 2022 Recruitment Conference.

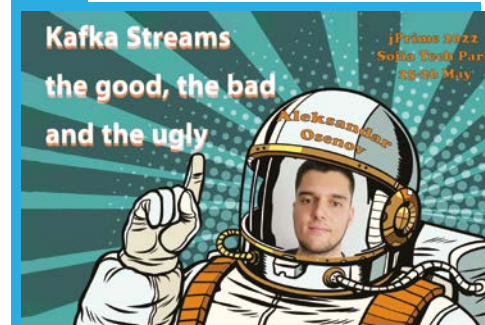


We can surely say she talked from experience as we've seen her in action with her people. Her Super Recruiter team is very united,

supportive and determined. They always manage to get the job done and have fun while doing so.

## Kafka Streams with Alexander Osenov @jPrime

In May, our colleague Alexander Osenov was a speaker at the JPrime conference. During his presentation, he talked about Kafka Streams, Threading model, State stores, DSL and processor API.



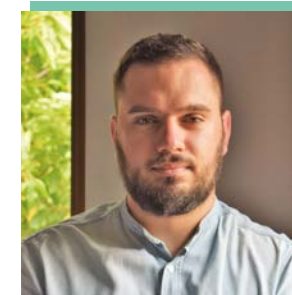
## Supporting Rails Girls Sofia 14

After a 2-years-long pause, our favourite Rails Girls workshop returned!

We couldn't miss the opportunity to support them, and in May, together with the Funding Circle team, we joined the 14th edition. Our colleague and long-standing mentor at the Rails Girls' workshops Monika Dimitrova, represented both Questers and Funding Circle and gave away some awesome prizes.

## Atanas Dichev at the DevOps user group of Dev.bg

In June, our colleague Atanas Dichev was welcomed by the DevOps user group of Dev.bg for a second time. The topic of his presentation was "Numbers don't lie: Capturing the 4 key DevOps metrics".





# TECH MeetUPS

## Multi-tenancy in Next.js

In June, we announced our summer tour of Tech MeetUps. We started from Sofia, where we opened our qClub and qTerrace to meet and greet the IT community in the capital. During the first event, our colleague Gabriel Dimitrov from the News UK Tech team explained what multi-tenancy is and what problems it solves.

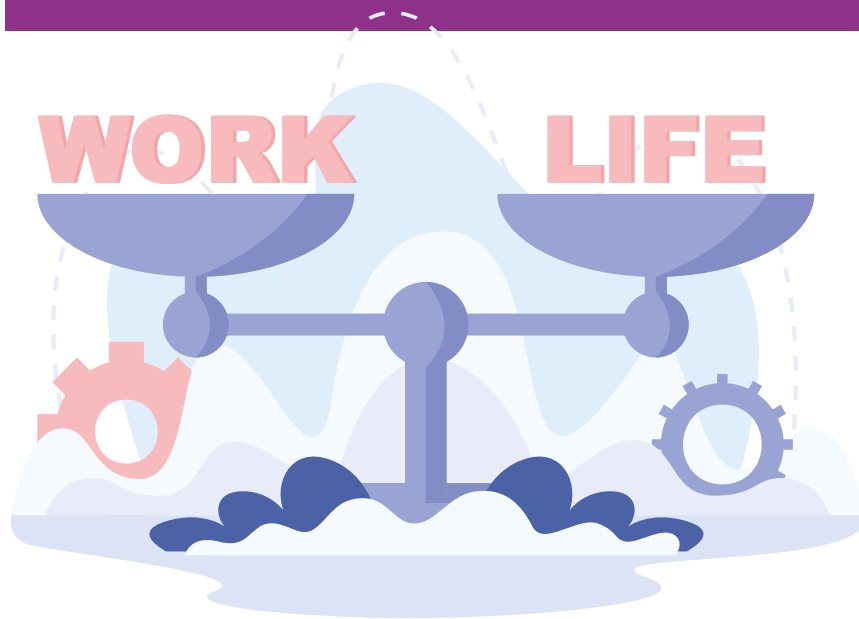


## Quality of the code & processes

Later in the month, we continued our tour in Ruse. There we were warmly welcomed and met with great people. During the event, our colleagues Alexander Kondov and Svetlin Atchkov from the News UK Tech team talked about the quality of code and processes.



# WORK-LIFE BALANCE



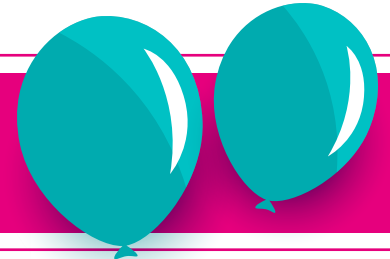
## iMatter

### Introducing Online Psychological Counselling

As we prioritize the mental health of all team members, in April, we introduced online psychological counselling. Through an easy-to-use online platform, colleagues are able to get connected with qualified professionals experienced in helping patients struggling with anxiety, panic attacks, depression, stress at work and others.

# #LifeAtQuesters

## Celebrating the 1<sup>st</sup> of June



In June, to celebrate Children's Day, we held our traditional family photo session. Grown-ups and little ones had a lot of fun. And we made sure that every wonderful moment has been captured.

### Hiking to Kolosh peak



Again in June, a group of adventurous colleagues went hiking the Kolosh peak and looking for wild peonies. They were accompanied by the Mountain Rescue Service Dupnitsa, and we can tell they had a great time.



# GIVING BACK

## Doing good while eating good 1995 BGN donated

We love getting involved in good causes. Therefore, in May, together with Skapto, one of the greatest burger chains in the country, we introduced a smash burger, which is not only incredibly delicious but also supports one incredibly noble initiative of TimeHeroes, the biggest volunteering platform in the country.

With our modest contribution, 10% of the sales of the burger during the month (equalled to 1995 BGN) were donated to the Heroes' Cup initiative, a volunteering competition for students, aiming to encourage young people to do good for their hometowns and communities.



## Questers was once again among the most responsible businesses in Bulgaria



In April, we were recognised as one of the most responsible businesses in Bulgaria for a 3rd year by the Bulgarian Business Leaders Forum.

We received the bronze medal for Best Social policy of an SME for our Giving Programme and our constant efforts to contribute to positive change in Bulgarian education.