

EXPERTISE  
BY YOUR SIDE

# OUR BENEFITS

## ABOUT US

N-iX is an Eastern European software development service company that helps businesses across the globe expand their engineering capabilities and develop successful software products. Founded in 2002, we have come a long way and increased our presence in six countries spanning Europe and the US. With more than 1,700 specialists, N-iX offers expert solutions in cloud computing, data analytics, machine learning, business intelligence, embedded software, and IoT, covering a wide variety of sectors including finance, manufacturing, supply chain, telecom, energy, etc.

## TRUSTED BY

LEBARA



Seeking Alpha<sup>α</sup>



opentext™

1,700+

PROFESSIONALS

100+

ACTIVE CLIENT  
PROJECTS

200+

OPEN VACANCIES

55%

ENGINEERS OF  
SENIOR LEVEL

## AWARDS & RECOGNITION

## PARTNERSHIPS



Gold Cloud Platform  
Gold Data Analytics  
Gold Application Development  
Gold Application Integration  
Silver DevOps

opentext™ | Partner

## CERTIFICATIONS



## WORK FORMATS AT N-iX



### OFFICE-BASED

You get a dedicated work desk just for you if you visit the office 4 and more times a week.



### FLEXIBLE

You can book a common desk within a Shared Team Space if you visit office facilities 3 and fewer times per week.



### FULLY REMOTE

You can work remotely and use a Shared Team Space in case you need it (knowledge sharing, colocation with the team, business trips, etc).

## COMFORTABLE WORKPLACE

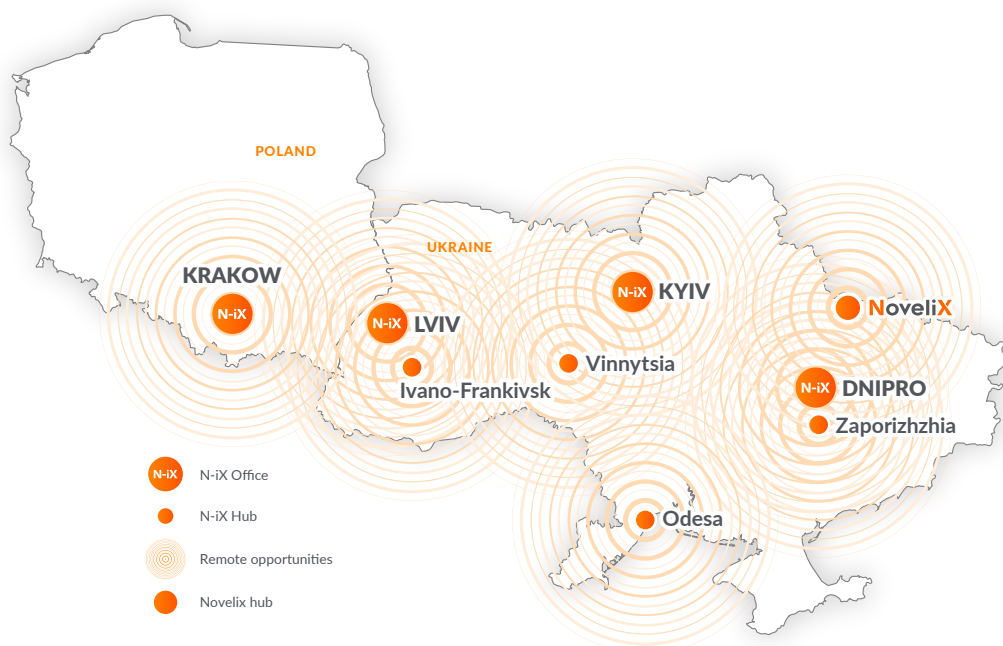
Get things done in a comfy work environment. Our convenient locations, modern facilities, and the latest equipment are to your advantage.

- Flexible work formats
- Regular team buildings
- Fun corporate parties
- Anniversary presents
- Full PE accounting support (for UA)
- IT Club loyalty program

## N-iX HUBS

**Join N-iX, wherever you are!**  
**Become part of our communities and hubs across Ukraine and CEE.**

In September 2020, we announced our transition to the hybrid office model with Shared Team Spaces and hubs across Ukraine. Since then, we've hired hundreds of experts in new cities, opened hubs in Dnipro, Ivano-Frankivsk, and Kharkiv, growing our communities in Odesa, Vinnytsia, and Zaporizhzhya.



## N-iX LOCATIONS

### UKRAINE

## COMPENSATION & BENEFITS

18\*

working days

**PAID VACATION**

10

days

**PAID SICK LEAVES**

10

days

**UNPAID DAYS OFF**

11

**NATIONAL HOLIDAYS**

\* + additional 3 days off on the occasion of marriage, child birth, or bereavement.

## STAY HEALTHY



### **SPORT & HEALTHCARE COMPENSATIONS**

75% reimbursement for sport, medical care, dentistry, and massage.

OR



### **MEDICAL INSURANCE**

75% compensation the Medical Insurance package



### **CORPORATE DOCTOR**

On-site\* and on-line.  
Our corporate doctor is here to help.



### **COVID-19 SUPPORT**

Get tested, grab a Pulse Oximeter, or get Oxygen concentrators when you need them.

\* Lviv only.

## KEEP LEARNING

100%

compensation of  
**CERTIFICATIONS**

UP TO 50%

compensation of  
**EDUCATIONAL PROGRAMS**

25%

compensation of  
**ENGLISH LANGUAGE COURSES**

Free

**ENGLISH SPEAKING CLUB**



**MENTORSHIP PROGRAM**



**INTERNAL TRAINING AND TECHTALKS**



**CENTERS OF EXCELLENCE**



**BOOKCROSSING**

# PERSONALIZED CAREER GROWTH PATH

You've got the talent, and we've got the opportunities for you.

Take advantage of a flexible and personalized approach to your career growth at N-iX!

## 1 Define your career goals and opportunities

- Competence Model
- HR Business Partner
- Traineeship Program
- Personal Development Plan

## 2 Get an objective picture of your professional level at each step

- Regular Performance appraisals
- 360-degree feedback
- Tech evaluations
- Knowledge gap analysis

## 3 Level up, gain a competitive advantage or change your career

- Personalized mentorship
- Certification reimbursement
- Architecture Associate Program
- Internal Rotation Program

## 4 Share your knowledge and expertise

- N-iX TechTalks and external conferences
- Become a mentor
- Join N-iX expert network
- Take part in R&D, tech evaluations, Product Discovery

# CORPORATE SOCIAL RESPONSIBILITY

## MEMBERSHIPS



AMERICAN CHAMBER  
OF COMMERCE  
UKRAINE



## N-iX AS A FOUNDING MEMBER



## EDUCATION INITIATIVES AND SPONSORSHIP

# FOLLOW US!