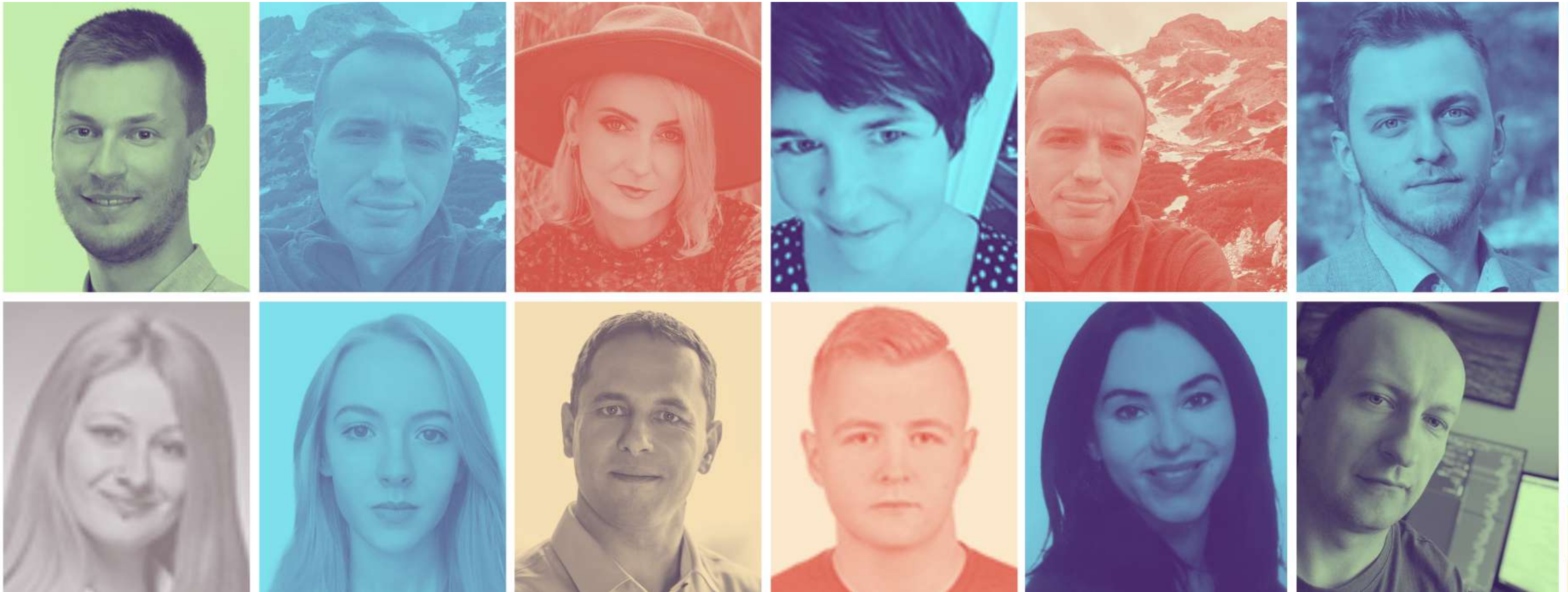


Vstorm Culture Book

Community that drives your full potential



Welcome to Vstorm

Here we would like to introduce ourselves to you: our culture, values, and the journey we are creating together.

If you’re reading this, you’re part of this story. This Culture Book can offer a sneak peek into what you can expect from our vibrant community. But, most of all, we want you to feel welcome and excited about the work we do.



Who we are

The Vstorm story is simple, yet clear

Do you know that you deal with us almost every day? You have probably used our solutions more than once: when you pay online for your shopping, drive your car, make digital money transfers, or when you receive a digital message that your package is ready for pick-up.

Our community specializes in high-tech applications and remote team development — our projects impact hundreds of thousands of people and solve technological challenges.





What we believe in

Our core values

We took the time to show you what drives us and which values are most important to us, and how we put them into practice.



Freedom from day one
100% remote and flexible with a fully digital working environment — In Vstorm, we care about the performance, not the location. It is our way to help you design your best life, precisely how you want it.



Community-driven
Community is about getting people together around a shared purpose and similar mindset. We hear community members’ voices and focus on achieving positive and equitable outcomes.



Driving potential
We want you to unblock your career and life potential. Design your dream life without limits and constantly grow together with community members.



Human-centric
Community culture that revolves around its people and considers their specific needs, not forgetting our society. We care about your financial, mental and physical well-being.



Vision of community

To become a global community that leverages a digital transformation potential and design human dream lives from any corner of the planet, at any time.

Antoni Kozelski, Co-founder & CEO





Who you can meet at community

We are different, we are unique

Drive, care and relate. This is how we act. We build connections, expand capacity, and take action together. Among other things, it means knowledge sharing, social online and offline clubs, live sprints, and a diverse work environment that respects everyone. Not to mention, we love community outcomes and joint actions.



Digital nomads, those modern explorers, are location-independent people who can work anywhere with a technological connection. While working with innovative technologies, they take the world by storm, not forgetting their impact on the local community.



Digital familists emphasize different aspects of their lives. As a result of the technological revolution, and thanks to flextime and fully remote work, digital familists can enjoy family life and develop their passions.

Ways to drive your potential

With Vstorm

Vstorm drives potential that can change your life from day one. We aim to expand your knowledge and skills throughout your career. Let you surprise yourself, too, by creating a traveling blog; speaking publicly; volunteering; teaching children about technology.



Personalised annual budget

Up to \$2500 for your disposal to choose from categories like passion, wellness, sports, devices and others from our catalogue.



#DriveLive

A period of multiple months designed for our community to learn, grow & explore through more within one dominant theme. It consists of online and offline events, activities, challenges, and meetups.



Complete challenges, get rewards

With Motivo, you can complete challenges related to your hobbies, passion, professional and private life and get rewards.

I like the general vibrant culture of the company. It is developing rapidly. But, still, it keeps the best qualities of a new enterprise, and I genuinely love it.

Operating Team Member

5.0 ★★★★★

Glassdoor reviewed



Personalised annual budget

At your disposal

Once you become Vstorm’s community member, you unlock a personalised annual budget of up to \$2500 and decide how to spend it within categories that help you stay energized and happy (professional skills, passion, sport, health, devices and others).

Read more on [our blog](#).

The company understands my needs and gives me excellent flexibility to do my work, including time and place - this is a real value these days.

Senior Test Specialist 5.0 ★★★★★ [Glassdoor reviewed](#)





Freedom from day one

Remote and flexible

The ability to work whenever and wherever you want — is the new now of work. As a result, we work in a fully digitalized environment that does not require paper, post correspondence, or physical presence.



I am traveling a lot and for me the opportunity of remote work and flexible hours is crucial - I certainly got that in Vstorm.

Python Developer 5.0 ★★★★★ Glassdoor reviewed



Motivo to boost your activity

Motivo App helps drive our community members’ potential in different areas, including their professional skills, passion, sport, health, and engagement in company life.

How does it work? So easy. For completing challenges, you can receive Vstorm coins, and then exchange them for rewards from our catalogue.



Financial wellbeing

Feel secure

For us it is a state of being where a person can meet current and ongoing financial obligations and feel secure in their financial future. We want you to be able to make choices that allow you to live life to the fullest. We divided our proposition to the three sections:



Personal investment plan

With our community you can achieve your financial goals faster, we can help you with creating personal investment plan and



Salary review

You have an opportunity to re-evaluate your compensation regularly, based on your achieved goals and transparent career path and expectations.



Financial coaching

Service that helps you create healthy financial habits, minimize expenses and use the knowledge of experts.



Partnership programme

Enjoy discounts and solid offers from our partners’.

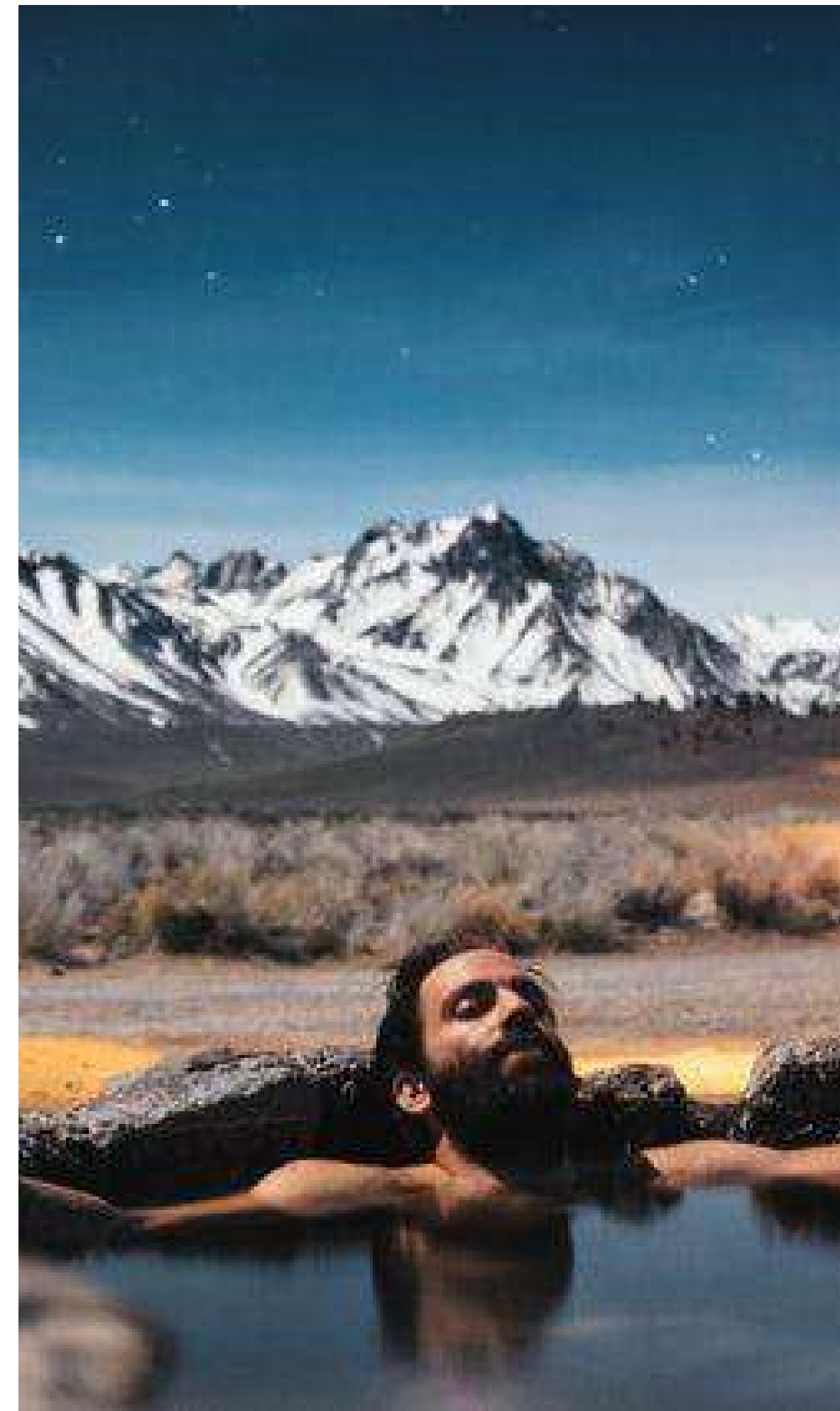


Experts in digital nomading

It's more than a name

it's a mindset that defines us. It is exploring new places, acquiring new experiences, and living fully at our best.

“There is an addiction in moving and exploring new places,” some of us say, as the digital nomad lifestyle has appealed to many of us and made us willing to take in the world as safely as we can.





Make a positive impact

We do not live in the void

We know it is our turn to give back to the world. Community Social Responsibility means having a positive impact on our societies.

And when you need to sign some papers then you can do it 100% online - they are using Autenti.

Senior Test Specialist 5.0 ★★★★★ Glassdoor reviewed



When you work in Vstorm, you save 1 tree per year as we are a paperless, zero waste community; and limit your carbon footprint with remote work.



To ensure that our community is fair and 100 percent talent-based, we focus on diversity and inclusion.



When you join the community, you help children to learn new technologies. We organize crowdfunding campaigns, buy hardware and donate. You receive Vstorm coins when you participate.



Our technology team

Work with experts in modern tech stacks

Here are some of technologies we work with:

- Java
- PHP
- Python
- Javascript
- DevOps
- React
- Vue.js
- Angular
- IOS
- Android
- Flutter
- QA Manual Testing
- QA Automation Testing
- Linux
- Machine Learning
- Cloud
- Aritificial Intelligence

Their knowledge, eye for detail, and willingness to commit was impressive. Vstorm’s delivery is – due to the scrum and the sprints – very systematic.

5.0 ★★★★★ [Clutch reviewed](#)





Community in action

We are here and now

Regular integration meetups, sports & fun trips organized by Vstorm in different parts of the world, or simple break-away weekends for community members help us build community spirit and bring the fun.

Check more on our [Instagram profile](#).





We wait for you!

Here is our FAQ for your convenience



Karolina Skrzyńska
HR Manager
[/ LinkedIn](#)



Monika Zalewska
Recruitment Specialist
[/ LinkedIn](#)



Anika Szumiel
HR & Recruitment Specialist
[/ LinkedIn](#)

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career@vstorm.co

- Social media:**
- [Facebook](#)
 - [LinkedIn](#)
 - [Instagram](#)
 - [Clutch](#)

