



# Reverse Application

I think it's time we meet!

#Nagarro

#LifeAtNagarro

#CARING

#FluidicEnterprise

#NoLabels



# Dear Reader,

Are you interested in #LifeAtNagarro? Thinking about possibly becoming a Nagarrian, but not sure if we are a good fit?! There is only one way to know: time to discover our “Reverse Application”! Please take a look and find out if we are a perfect match. Let us begin with our Cover Letter.

Nagarro is an agile, non-hierarchical, global company powered by intelligent, entrepreneurial, and responsible people. We are geeks with an attitude, crazy about technology, but even more so because of what it can do for our clients. More importantly, we strive to create value-driven solutions. We shape the digital future with energy and passion. Our vision? Fluidic Enterprise. We believe organizations of tomorrow will need to be hyper-agile and proactive in facing opportunities and challenges. Our ‘thinking breakthroughs’ framework empowers us to look beyond the obvious needs of our clients and help them become future-proof. ‘Are we “all work and no play?” Of course not! Nagarro prides itself on being a CARING company where humor and laughter are an integral part of what binds us together as a team.

Are you passionate about technology and creating business value? Do you want to be a colleague and not an employee and be in a place where your voice will matter on day one? That is the Nagarro way.

Think this sounds too good to be true? Well, it’s time to find out. Remember our mission statement: Make distance and difference irrelevant between intelligent people. So, no matter where you are, your ability, gender, or religion, this is for you!

Time to dive in and get to know Nagarro via our philosophy, our business, our customers, our projects, and our agile way of working.

**Manas Human** | Co-founder of Nagarro

## We are shaping the company of tomorrow

Nagarro is a global digital engineering and consulting leader with a full-service offering. Harnessing the power of our Fluidic Enterprise vision and thinking breakthroughs framework, we help our clients become human-centric, digital-first organizations, augmenting their ability to be responsive, efficient, intimate, creative, and sustainable. Our client-centric, agile, responsible, intelligent, non-hierarchical, global values come together to form our CARING superpower, which denotes a humanistic, people-first way of thinking with a strong emphasis on ethics. Caring guides us as a global company. We have a broad and long-standing international customer base, primarily in Europe and North America. This includes many global blue-chip companies, leading independent software vendors (ISVs), other market and industry leaders, and public sector clients. At Nagarro, over 18,300 experts across 37 countries are helping our partners succeed today.

(Status: December 2024)

# Company profile

Name



Nationality

**Global** → 37 countries

Nickname

**NA9 (SDAX)**

Management

**Flat & entrepreneurial**

Family

**18,300 Nagarrians**

as of October 2024

Customers

**1000+**

Year of birth

**1996**

Tagline

**Fluidic Enterprise**

Core values



CARING



Client-centric



Agile



Responsible



Intelligent



Non-hierarchical



Global

Partners

Adobe • Amazon Web Services • Atlassian • Databricks  
Snowflake • Dataiku • Google Cloud • Magento • Mendix  
Microsoft • Oracle • Salesforce • SAP • ServiceNow • Sitecore  
Spryker • Temenos • Tricentis • Kong • Upskill and more

Industries

Automotive • Banking & Financial Services • Energy  
& Utilities • Gaming & Entertainment • Industry &  
Automation • Insurance • ISV • Life Science & Healthcare  
Media & Publishing • Non-profits & Education • Public  
Sector • Retail & CPG • Telecommunications • Travel &  
Logistics

Some of our global clients



# What we do, we do with passion

Call it what you want—innovation, disruption, or transformation; it touches every aspect of the business. We are a turnkey partner because we work across all technologies and tools. Focused on solutions, we utilize the right set of technologies needed to solve a given business problem. We don't use technology for technology's sake.

We continuously develop game-changing solutions for our clients. These are some of the services we provide:

- Digital Engineering
- Data & AI Solutions
- Transformation & New-Gen ERP Consulting
- Cloud & Infrastructure Services
- Customer Experience and UX/UI Design

We are not trying to emulate the companies of yesterday. We are the company of tomorrow. We are the future, logistically apart, together always.

**Vision:**

Nagarro aspires to be a global tech powerhouse—a 'giant-killer' known for its technical mastery, relentless innovation, and unmatched quality. Our goal? To become a household name and a 10-billion-dollar company, setting the standard for agility and customer-centricity as a truly modern, 21st-century organization.

Nagarro is building a legacy that outlasts us with solutions that exceed expectations, growth that pushes boundaries, and a constant redefinition of what's possible in tech services.

**Mission:**

Our mission statement is to "make distance and difference irrelevant between intelligent people." We are building the company of tomorrow: global, remote, diverse, always connected, always together, a Nation of Nagarrians. To be one of us is to embrace challenges, embody intelligence, and move quickly. It means you see technology as a means, but the end is always making an impact on our client's most pressing challenges.

We want you to feel empowered, free to embrace your inner entrepreneur, and driven to deliver solutions you are proud of. This is what CARING is all about.

We are the future,  
logistically  
apart,  
together  
always.





[go.nagarro.com/ss-lufthansasystems](https://go.nagarro.com/ss-lufthansasystems)

### Flight planning for 100+ airlines

When your pilot says, “Your estimated flight time is 4 hours and 57 minutes,” they are likely relying on our software. We’ve created countless airline solutions, including one for Lufthansa Systems. For them, we built the flight planning software, which 110 airline companies use to calculate over 30,000 flights daily. It optimizes take-off and landing performance, flight routes, and flight level profiles – considering flight restrictions, CO2 emission targets, weather, and historical data.



[go.nagarro.com/ss-klosterfrau](https://go.nagarro.com/ss-klosterfrau)

### Modernizing ERP systems

Klosterfrau Healthcare Group, a leading German pharmaceutical company, turned to Nagarro to modernize its ERP systems as part of a strategic reorganization. Through SAP S/4HANA and Nagarro’s Fit4Life Science Template, Klosterfrau achieved a unified, scalable ERP environment for managing roll-out projects without significant time losses and driving profitability.



[go.nagarro.com/nagarro-bmw](https://go.nagarro.com/nagarro-bmw)

### Cruising through digital times

The BMW Group, excels in vehicle technology, design, consumer experience, environmental protection, and e-mobility. Partnered with Nagarro since 2016, BMW has developed and managed several digital products and platforms to advance new-age mobility. Key initiatives include:

- **BMW Rent A Ride:** An experiential, end-to-end platform enhancing the riding experience for motorcycle enthusiasts.
- **Connected services:** A cloud-based central application offering flexible and connected service configurations.
- **Electromobility adoption:** A unique rewards program to encourage customers to opt for electric and hybrid vehicles.



[go.nagarro.com/data-driven-organization](https://go.nagarro.com/data-driven-organization)

### Becoming a data-driven organization

Hood Industries, which has multiple plywood and lumber plants along with wood production distribution operations across the US, joined hands with Nagarro in its journey to become a data-driven organization. Fawad Ahmed, Director of Data Analytics at Hood Industries, shares their transformative journey, from capturing data and creating business intelligence reports to leveraging AI/ML for forecasting and predicting outcomes.



[go.nagarro.com/metcash](https://go.nagarro.com/metcash)

### Data-driven transformation

Metcash, Australia’s leading wholesale distribution and marketing company, partnered with Nagarro to provide a B2B marketplace that supports independent retailers and their suppliers. Kirby Smith, Head of eCommerce - B2B Division at Metcash, shares how their collaboration fueled a successful ecommerce transformation, creating an innovative space that connects suppliers and retailers.

# We always have cool projects



[go.nagarro.com/nagarro-arriva](https://go.nagarro.com/nagarro-arriva)

### Digital growth through transformation

Arriva, a leading pan-European transport provider, aims to be the passenger transport mode of choice. With help from Nagarro, Arriva is now delivering the best-in-class digital customer experience via the Arriva Customer Engine platform, which enables the business to make insightful decisions. Neil Shah, IT & Digital Director, and Kevin Smith, Head of Digital Growth at Arriva UK, share why Nagarro’s technical expertise and high-quality delivery have been instrumental in kicking off the company’s strategic transformation and digital growth.



[go.nagarro.com/ss\\_bgld](https://go.nagarro.com/ss_bgld)

### Digitizing wind turbine inspections

Burgenland Energie AG is the largest wind power producer in Austria, with an installed capacity of 522 MWp spread across 15 wind farms. Nagarro helped Burgenland Energie to develop a Smart Glass and a companion mobile-app-based solution that digitizes the end-to-end wind turbine inspection process, reducing the inspection time for each wind turbine to up to 30%. Listen to Michael Haider, Head of Operations, to learn more.



[go.nagarro.com/dectris-speak](https://go.nagarro.com/dectris-speak)

### Enabling global scientific collaboration

Dectris Ltd., a world-leading developer and manufacturer of X-ray and electron detectors for science and industry, is partnering with Nagarro to enable scientific collaboration globally. What makes Dectris love Nagarro? It’s our shared user-centric approach and the daily scrum meetings that keep things agile and exciting! Max Burian, Dectris’ product manager, talks about the successful collaboration.

The secret to our success:

# Happy customers!

Aligned with client's corporate culture?

97.9  
%

Offered solutions match client's expectations?

98.9  
%

Understood client's business needs effectively?

97.9  
%



[go.nagarro.com/customerspeak](https://go.nagarro.com/customerspeak)



*"Lufthansa Systems and Nagarro are working together for more than 15 years. For us, Nagarro stands for competence and technology, for open and transparent communication, and for the ambition to develop a long-term partnership."*

**Dr. Thomas Wittmann**  
CEO, Lufthansa System

*"We were looking for a technology partner who could be more than just a service provider for us. We needed an organization whose people could become an extension of our team who not only pay attention to the technological aspect of the digital evolution but also the change aspect of it. Working with Nagarro has been one of the most positive experiences of my career."*

**Lea Volpe**  
VP Communications, J.M. Huber



# Nagarro is a listed company

There is a new kid on the block, built for the digital revolution, differentiated by organizational design, and focused not on services but digital products.

With nearly 90% of our revenue coming from our existing clients, we have already proven our excellence. Now, as an independent company, we can pursue our destiny and continue to build upon our fundamentals, expertise, and values to be the company we have always wanted to be.

Check out our annual reports:  
[go.nagarro.com/reports\\_publications](https://go.nagarro.com/reports_publications)



## Our listing story at the Frankfurt Stock Exchange

When Nagarro's story began over 20 years ago, who would have thought that we would one day work with the world's leading companies?

Nagarro's engineering powers our wonderful clients' digital products and services across 36 countries.

Who would have thought that the company we were building would one day be listed on the Frankfurt Stock Exchange? We are all set to become one of the leading IT services companies domiciled in Germany.

On December 16, 2020, we celebrated all these achievements. We also started with our internal employee share participation program called MyN, which is short for My Nagarro. MyN gives everyone everywhere the opportunity to be a part of Nagarro and its future.

But beyond that, we look forward to the next chapter of our story. Still caring, still geeky, still agile, entrepreneurial, and global.

Watch our "Ring the bell"-video:  
[go.nagarro.com/video-nagarrolisting](https://go.nagarro.com/video-nagarrolisting)



## CARING

We care deeply about the people we work with, the clients we serve, and the communities we impact. CARING unites our six core values under one roof, driving us to prioritize empathy, ethics, and respect in everything we do. It's at the heart of how we collaborate and strive for excellence together. CARING empowers us to make a difference and transforms us into a true community of Nagarrians.



## Responsible

We celebrate our successes and own up to our mistakes. We do not hide behind a process, and we are not anonymous. We stand responsible for how we treat our work, our colleagues, and even our planet.



## Non-hierarchical

We want our colleagues to be brave, creative, entrepreneurial, agile, and responsible because we care about the result, not the process. For us, hierarchy is irrelevant. Every colleague has a voice, and we do not stifle them. We empower them.

# Caring



## Client-centric

We care about our clients, their success, and the partnership we aim to build together. We go beyond empathizing with them to understand their needs better. Their problems are our problems, and we're dedicated to finding the best solution, regardless of the distance between us.



## Global

We are not bound by location, nationality, hierarchy, or culture. We make distance irrelevant. We break down borders and source our collective intelligence from all around the world. Physically and virtually connected everywhere and anywhere. Nagarrians from all over the globe come together to create collective knowledge. We are stronger together than as one.



## Agile

We are built to do, correct, explore, innovate, break through, and repeat. Agile means the ability to take one step at a time towards success. We never give up. We empower our colleagues to be entrepreneurs.



## Intelligent

Nagarrians have vast expertise and the ability to think outside the box. We care about intelligence, not location, about results, not processes. We are focused on being bold, not hamstrung by hierarchy.

More about our CARING values: [go.nagarro.com/caring-article](https://go.nagarro.com/caring-article)

# Why working for us is great

At Nagarro, we empower our people to perform in the tech industry by fostering a strong sense of togetherness, open communication, and flexible time management. In addition to the global benefits listed below, each hive offers its own unique local benefits, ensuring that all Nagarrians have the support they need to thrive.



Flexible time management



Work from anywhere



Entrepreneurial thinking



Global mindset



International projects



Strong onboarding process



Diversity & Inclusion



Non-hierarchical agile work environments



Tech equipment



MyN - employee share participation program



Health & wellness programs



Challenging projects



Personalized career path



Fun internal events



Work-life balance



Global environment



**Daniel Brezina**  
Austria

"What I value most at Nagarro is the abundance of such experts, their unwavering dedication to our clients, and their pragmatic approach to finding solutions. In all our partnerships, our success depends on the support of reliable, insightful, and highly skilled technical experts across the company. Their expertise is what enables us to build and sustain strong, lasting partnerships."



**Hugo França**  
Portugal

"For me, Nagarro is a synonym for innovation, growth, and community. 'Innovation' because we continually push the boundaries of technology and creativity. Our unique organizational design empowers us to be agile and responsive, ensuring we deliver exceptional solutions for our clients. 'Growth' as we have endless opportunities to expand our skills and explore new technologies, fostering a culture of continuous learning and professional development. 'Community' because, even when working remotely, the strong sense of support and collaboration among Nagarrians creates an environment where knowledge is freely shared, and everyone thrives."



**Nour Durra**  
Norway

"Can you imagine waking up and NOT disliking going to work? Not only do I enjoy what I do here in Nagarro, but I also feel empowered and appreciated in the office. I get to work on exciting projects and explore new possibilities in the tech realm. Oh, and Nagarrians are awesome. I know they've got my back!"



**Peter Wang**  
China

"At Nagarro, we understand that the future of technology and innovation transcends borders. Our commitment to fostering a culture of global collaboration empowers us to harness diverse perspectives and talents from around the world. This unique approach not only enhances our ability to deliver cutting-edge AI solutions but also creates an environment where every team member can thrive, regardless of their geographical location. I am eager to leverage my expertise in AI transformation to contribute to Nagarro's mission of driving impactful change on a global scale, ensuring that we remain at the forefront of innovation while providing our clients with the best possible outcomes. Together, we can unlock new markets and create sustainable solutions that resonate across cultures and industries."



**Sunaina Sabharwal**  
Canada

"I associate Nagarro with informed liberty, where we all get a much-needed breathing and growing space to chart out our professional journeys. Here, responsibility is fun! At Nagarro, one benefits from a client-centric approach that not only helps one better understand what one does but also motivates one to do it better each time. I'm pleased to be part of such an inclusive and global family of like-minded people who strived to meet shared objectives with astute guidance from one another at every step."

# Nagarrians mean the world to us

At Nagarro, we believe that happy, motivated colleagues are the key for us. That's why we've created a variety of initiatives and campaigns, each designed to inspire, support, and engage our Nagarrrians. Whether it's learning, celebrating, or simply having fun, our campaigns are all about fostering a sense of community and helping our colleagues thrive.



## #BiasBreakers

We address unconscious bias directly, fostering a more inclusive and diverse environment. Each year in August, we focus one whole month on #BiasBreakers initiatives to explore new areas of bias, driving personal growth and bringing our CARING values into daily practice.



## Cook Book and Travel Book

Colleagues have come together to share their favorite recipes and travel tips, resulting in two unique books that showcase the diversity and creativity of our Nagarrrians. And guess what? A third edition is already in the making - this time it is all about the favorite drinks of Nagarrrians from across the globe.

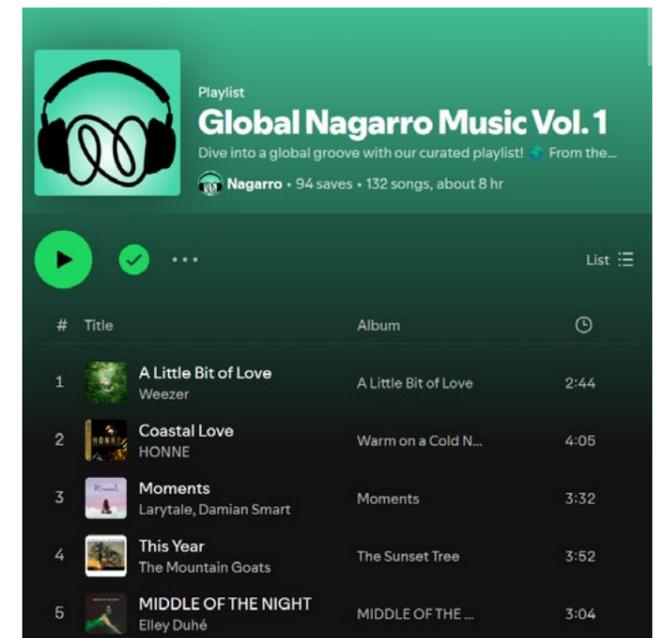
## Year-End Campaign

Each year, we organize a unique global campaign to bring Nagarrrians together and celebrate the festive season. Whether it's through sharing cultural traditions, engaging in creative activities, or giving back to the community, our year-end campaign unites us all in celebration.



## Nagarro's first Spotify playlist

Our first community-curated playlist showcases the diverse musical tastes and creativity of our Nagarrrians, featuring a global mix of genres that reflects the variety and unity of our team worldwide.



## #MillionKilometersPledge

We set a collective goal to reach one million kilometers by cycling together. This initiative promotes environmental sustainability, encourages road safety awareness, and strengthens our sense of community through a shared commitment to protecting the planet.

# We are many, yet we are one



**Torben Mauch**  
Germany

"Learning is our DNA because we are not an international company, but a truly global company. We, therefore, see the world from many more perspectives. Our creativity does not allow us to deal with boundaries. We have a special team spirit that enables us to use our diverse global expertise and perspectives to design excellent products and services for our customers. Dreams are exciting and great, and putting them into action is the order of the day at Nagarro. It is more than just fun!"



**Eirik Valen**  
Nordics

"What I love the most about Nagarro is the non-hierarchical, collaboration oriented culture – enabling a pleasant and fun work environment while delivering high quality software and services all around the world. If you are willing to take on new challenges and take responsibility the possibilities in Nagarro is almost endless. We are different – we are CARING.!"



**Malsha Edussooriya**  
Sri Lanka

"Nagarro will always be in my heart since this is the first employer to hire me as a full-time employee. I'm forever grateful for the endless opportunities that Nagarro gives me for my personal and career growth. When it comes to work, what I love most about Nagarro is that all Nagarrians have the chance to work globally, think globally, and connect globally. There are no boundaries for us and for being a caring Nagarrian regardless of which country we are coming from. And mostly, Nagarro has given all of us the option to work from anywhere, which is truly a plus point for keeping our work-life balance. For me, in Nagarro, there is no hate coming to work daily. Nagarrians can do work from all parts of the world, and we all share one caring work ethic and culture."



**Ram Reddy**  
USA

"Are there truly global companies of USD 1 Billion+ in revenues that value every employee's opinion? I think there is at least one - Nagarro. Nagarro's non-hierarchical structure has created an ecosystem that is focused on Customer-centricity. I like the fact that every day is a different challenge and that you get to interact with people who share your vision of what this world can be - and how Nagarro can help with that. At Nagarro, titles don't matter, and I like the fact that ideas surface from every corner. All this creates an honest learning environment for all. Every day is a totally new day for me, and that gives me all the energy I need to do better than yesterday. What a culture!"



**Lebo Nakene**  
South Africa

"Working at Nagarro has been special as it fosters innovation and collaboration, empowering young people to challenge boundaries and grow while delivering cutting-edge solutions. Working here means being part of a global team that values creativity, agility, and passion."



**Neha Gupta**  
India

"In my 7 years with Nagarro, I have grown immensely, working with passionate colleagues and developing both my technical and leadership skills. Nagarro's culture fosters innovation, inclusivity, and creative freedom while continuously supporting talent and learning. The exposure I have received has been boundless, and I have never felt a lack of opportunities. During tough times, the company stood by my side, showing me that this is truly my dream workplace. I am proud and honored to be part of the Nagarro family. Thank you for believing in me!"

# Nagarro's ESG Efforts

Nagarro demonstrates a strong commitment to Environmental, Social, and Corporate Governance (ESG) principles, earning a "green" rating for its performance in these areas. The company actively avoids single-use plastics and conserves water and electricity.



[go.nagarro.com/tree-nation](https://go.nagarro.com/tree-nation)



## Key initiatives:

### Eco-digital engineering

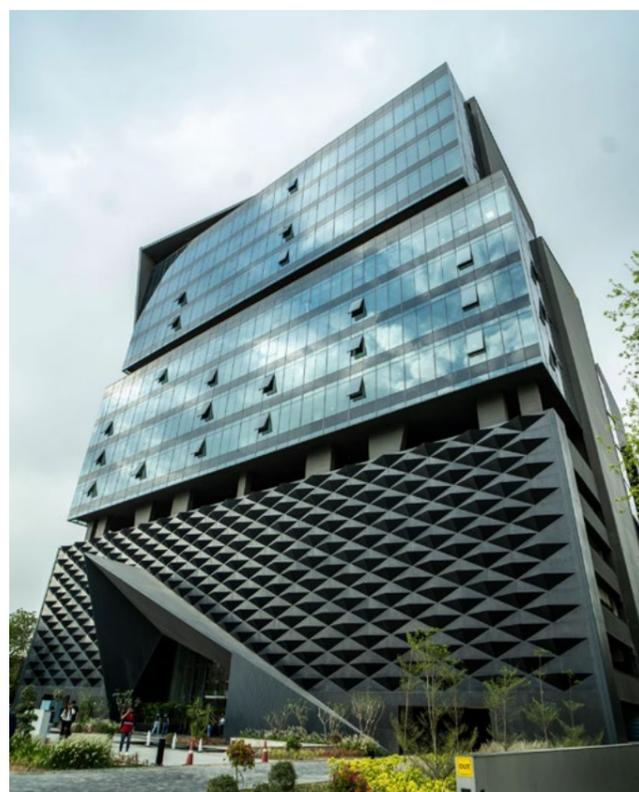
**Green coding:** What if it could help companies not have to choose between digital transformation and sustainability? We are working on upskilling Nagarrians to understand how to reduce our clients' carbon emissions while also helping them become digital-first companies.

### Environmental sustainability

**Plastic reduction:** Since 2018, Nagarro has eliminated plastic bottles, bags, and packaging in its hives.

**Clean air efforts:** Partnering with Treenation, Nagarro has planted around 31,906 trees, offsetting 8,798.6 tons of CO2.

**Newly opened sustainable hive in Gurgaon, India:** LEED-certified; features a sustainability experience center, EV charging stations, a 125-kW solar farm, and real-time energy monitoring.



### Social responsibility

**Food waste reduction:** Donated a cargo bike to "Foodsharing Frankfurt" to aid in collecting and distributing edible food in collaboration with local businesses.

**Road safety:** Works with local governments and organizations to improve road safety through the Civic-Quotient platform and co-founded India's first "Vision Zero" initiative to reduce road fatalities.



### Community engagement

**Cycling for Change:** Embracing the intersection of sustainability and social impact, we're redefining transportation with a focus on road safety. Launched in 2023, the #MillionKilometersPledge is our shared journey to cycle one million kilometers together. Fueled by a passion for cycling and a commitment to safer roads, this initiative promotes healthier lifestyles, road safety, and environmental preservation as we actively cycle toward a greener, safer future.

[go.nagarro.com/cycleforchange](https://go.nagarro.com/cycleforchange)

Nagarro's initiatives illustrate its dedication to leveraging technology for positive global change, focusing on sustainability and social impact through practical actions and community involvement.

More info: [nagarro.com/en/company/corporate-responsibility](https://nagarro.com/en/company/corporate-responsibility)



# Learning & Development

## Unlocking potential

The world and technology are constantly evolving. We help Nagarrians stay ahead of the curve. Tailor-made learning & development opportunities help us to learn and grow together. Learning at Nagarro is self-directed, allowing employees to follow their interests. Information about new technologies is quickly and easily available and can be shared in several ways within the organization and beyond.



### Learn anytime, anywhere

Our slick online learning platform is your gateway to endless possibilities. Dive into a world of courses and resources whenever you want, wherever you are. Need to master a new tech skill or sharpen your leadership chops? We've got you covered.



### Global knowledge sharing

Our global Communities of Practice connect you with experts and peers across the world. Share ideas, swap best practices, and collaborate on innovative solutions. Learning here is all about community and collaboration.



### Flexible career paths

Thinking about switching gears? We're all for it. Our flexible L&D framework lets you explore new career tracks within the company. Whether you're looking to shift roles or expand your skill set, we support your journey.



### Sharing our expertise

We're not just learners—we're the top-notch experts in our field! We love passing on our knowledge. Through panel discussions, trainings, and conferences, we share insights and innovations with the wider community. When you're part of our organization, you're part of a knowledge-sharing powerhouse.

## Join us and grow!

At Nagarro, your development is our priority. With cutting-edge resources, collaborative learning, and career mobility, we're here to help you thrive. Join us, and let's grow together!



### Selin Özcan

Turkey  
My career has two phases: before and after Nagarro. I've worked with many global teams, but never in a place where I felt such equality across all levels. This unique work environment, especially the L&D offerings from all across the globe, keeps me motivated.



### Sayuni Dabare

Sri Lanka  
I appreciate the opportunity to actively participate in furthering my education. Some of my colleagues are trainers for internationally recognized certifications, and I have the opportunity to take advantage of these offers at any time.



## LSD – Learn. Socialize. Disrupt.

The LSD series exemplifies our global knowledge-sharing approach, offering diverse opportunities for everyone, from beginners to seasoned professionals, to learn, socialize, and disrupt.

Engage in discussions on various topics such as AI, exploring real-world applications and their business impacts. Discover the latest trends in consulting with insights into innovative projects and best practices. Get inspired by leaders showcasing technical and business initiatives and stay updated on the newest tech trends and gadgets. Enhance your knowledge and enjoy dynamic exchanges between experts from diverse backgrounds.

This series is the perfect platform to stay ahead, gain new insights, and lead by example in an ever-evolving landscape.



# #LifeAtNagarro

# Let's connect & become friends!

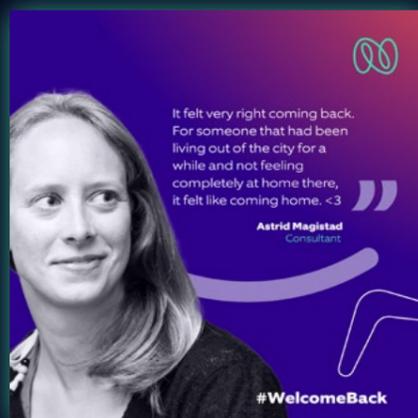


## #WomenOfNagarro

In this series, we spotlight our female Nagarrians and the gender stereotypes we are successfully shattering. We showcase different career paths because nothing is impossible here.

## #NagarriansAtPlay

We have cool hobbies outside of work. This series shows how diverse we are and what our extraordinary passions are.



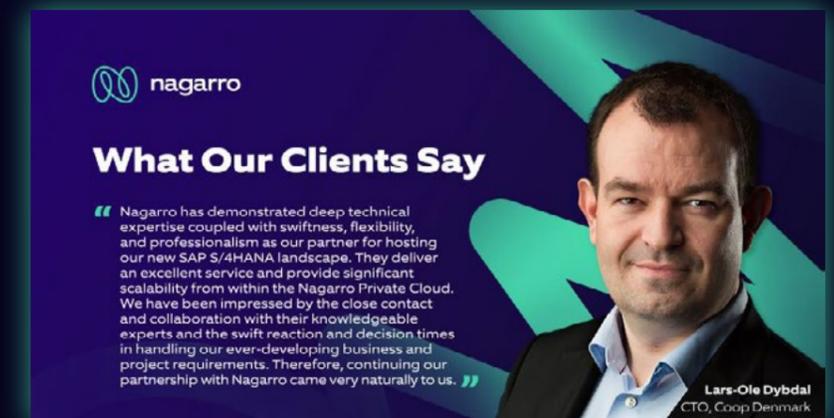
## #WelcomeBack

This series features Nagarrians who have rejoined recently. They let us know about their journey back to Nagarro.

At Nagarro, we're proud of our work and love to showcase it across all our social media channels. Stay up-to-date and follow us! In addition to press articles, new job openings, blog posts, and photos/videos from events and lectures around the world, we also run engaging series and share our podcast to give our followers a glimpse into #LifeAtNagarro.

## #CustomerSpeak

The satisfaction of our customers is our top priority. We regularly get great feedback, which we share in this series.



### Follow us!



### Find more about us on:



## Podcast The Power of Agile

**AGILE = Adapt+Grow+Innovate+Lead+Excel**

Our first podcast explores how Agile methodologies can drive business transformation and boost team performance. In a constantly changing world, agility is key to success. We share actionable insights, real-world stories, and expert advice to help leaders and enthusiasts alike harness the power of Agile.

Tune in on Apple Podcast or Spotify.



More information on the podcast:  
[go.nagarro.com/podcast-agile](https://go.nagarro.com/podcast-agile)



## #TNT

Two or three Nagarrians share their views on a variety of topics. By exploring different perspectives and innovations, we highlight the depth of knowledge within our community and spark discussions that push us forward in the tech world.



## #NagarroNuggets

In these crisp videos, we want to inspire our followers with snackable insights on new, exciting tech and big industry trends.

## C-Suite

For a deeper dive, you may want to explore our C-suite content: These new insights, written by our very own CTOs from across the globe, are surely a great way to spark a conversation!



## #BrightMindsOfNagarro

We shine the spotlight on individual colleagues, showcasing their skills, expertise, and what they bring to Nagarro. This series highlights their unique contributions and the important roles they play within our company.

# BYOB

## Bring Your Own Buddy

At Nagarro, we believe that working with talented colleagues is great, but working with friends you trust is even better—and earning rewards for it is the cherry on top! That's why we've created the BYOB program, which encourages our colleagues to refer people from their personal networks who would be a great fit at Nagarro.

### What's in it for our Nagarrians?

By referring someone, you not only help shape the future of Nagarro by contributing to our growth,

but you also get the chance to work alongside someone you know and trust. Plus, the BYOB program offers a rewards system, where participants can earn cash bonuses, exciting prizes, and even a grand reward for actively taking part (with rewards varying by location).

Think you've got what it takes to thrive at Nagarro? Join us, and don't forget to bring your buddy along for the ride!



# Turn the tables

## You know us, now we want to know you!

Make the jump and discover the opportunities waiting for you:

[nagarro.com/en/careers](https://nagarro.com/en/careers)

The only sure thing is your starting point. We build the rest of the journey together. Caring for us means giving you the tools to succeed, the means to keep learning, and the freedom to live your life without being worried about that appointment you have in the middle of the day. You are not an employee; you are our colleague, and the journey starts here. So, let's start to own your story!



