



Reverse Application

I think it's time we meet!

#LifeatNagarro #CARING #Nagarro #DigitalEngineering

We are shaping the company of tomorrow

Nagarro is a global digital engineering leader with a full-service offering, including digital product engineering, digital commerce, customer experience, AI and ML-based solutions, cloud, immersive technologies, IoT solutions, and consulting on next-generation ERP. We help our clients become innovative, digital-first companies through our entrepreneurial and agile mindset, and we deliver on our promise of 'thinking breakthroughs.'

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.

Today, we boast over 10,000 experts across 26 countries, forming a Nation of Nagarrians, ready to help our customers succeed.

(Status: September 2021)

Dear Reader,

Are you interested in #LifeAtNagarro? Thinking about possibly becoming a Nagarrian but not sure if you're 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 by what it can do for our clients. We shape the digital future with energy and passion. We call that 'thinking breakthroughs.' 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? Do you like 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 is 'Make distance irrelevant between intelligent people.' So no matter where you are, 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.

"We are not looking for employees; we are looking for colleagues of all ages, races, nationalities, and gender who can join us and help us build the company of the future in an agile, entrepreneurial & non-hierarchical way. You may know precisely where your Nagarro journey begins but not where it will lead you. To guide you in your Nagarrian journey you will be paired with a Navigator that helps you to keep learning and growing within Nagarro. Support is critical, and you will have plenty of it from both your colleagues and your operating guide, ensuring you never feel lost and are always at your best. We are excited to have you join our Nation of Nagarrians."

Manas Fuloria

Co-founder of Nagarro



Curriculum Vitae



Name	Nagarro
Nickname	NA9 (SDAX)
Family	10,000+ Nagarrians (as of June 2021)
Year of birth	1996
Nationality	Global (26 countries)
Management	Flat & entrepreneurial
Customers	750+
Partners	Microsoft, Amazon Web Services, Google Cloud, SAP, Upskill, salesforce, hybris, etc.
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
Motto	Thinking breakthroughs
Core values	CARING, Client-centric, Agile, Responsible, Intelligent, Non-hierarchical, Global

Excerpt of global clients

Honeywell



ASSA ABLOY



Lufthansa



Watch "How to pronounce Nagarro" video: go.nagarro.com/nagarro-pronunciation

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 our some of the services we provide:

- **Digital Product Engineering**
- **Digital Commerce and Customer Experience**
- **Managed Services**
- **New-Gen ERP Consulting**

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:

The nature of IT and digital product engineering has reached an incredible state of velocity and transition. We must adapt and meet it with an agile mindset that isn't afraid to iterate towards the perfect solution. If we only solve today's problems, it's not enough. We must do more. We must courageously embrace

the future, with a clear vision about where technology and business are heading. Thinking breakthroughs gets us there.

Mission:

Our mission statement is "make distance 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 challenge, embody intelligence, and move quickly. It means you see technology as a means, but the end is always making an impact in our clients' most pressing challenges. We want you to feel empowered, free to embrace your inner entrepreneur, and drive to deliver solutions you are proud of. This is what CARING is all about.

We always have cool projects!



Flight planning for over 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. One of our favorites was for Lufthansa Systems. For them, we built the flight planning software, which is used by 110 airline companies to calculate over 30,000 flights daily. It optimizes take-off and landing performance, flight route, and flight level profile – considering all flights restrictions, CO2 emission targets, weather, and historical aircraft data.



One library to rule them all:

The need? A unified library of visual styles, UI components, and code – enabling RMS designers and developers to create consistent high-fidelity prototypes with ease. The Design System is a product used by the entire organization for all RMS Applications. It minimizes inconsistencies, promotes better user experience, and accelerates product releases.

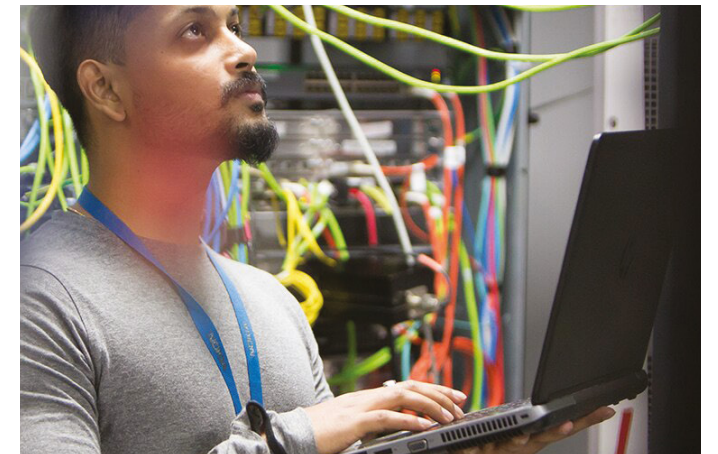
Many needs, many users, one destination:

We support many railway companies across the globe, one of being the Austrian ÖBB. The project goal? Unify all sales channels (web, mobile, customer service, vending machines, train attendants, partners, etc.) into a new service-oriented architecture with standardized APIs. From conception to implementation of the agile process, we delivered on time, regardless of complexity and changing requirements and priorities.



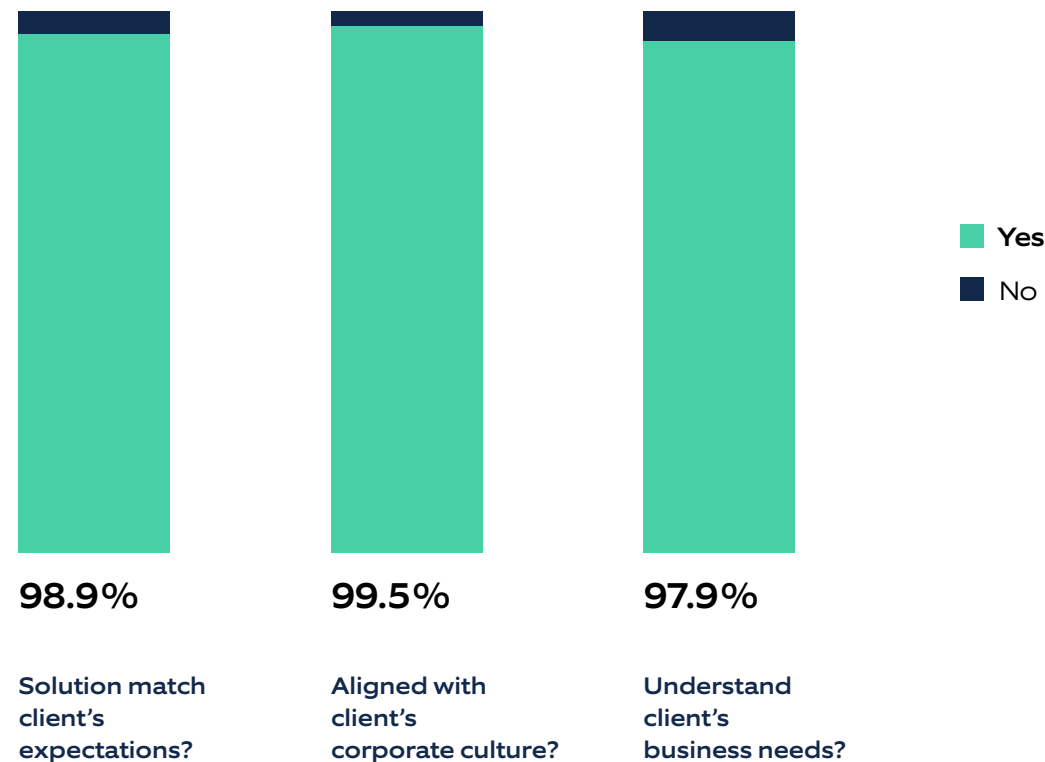
Implementing the new connected worker:

Ever imagine what smart technology could do for your business? Nokia did. We started with Fiab 2.0, an assisted reality (AR) solution enabling connected workers to use smart glasses to perform an entire manufacturing and assembly processes. In 2020, we expanded the Fiab platform and implemented an AI video solution that improved worker safety. With the proper application of smart technology, we improved collaboration, increased efficiency, and kept workers safe.



The secret to our success: happy customers!

Over 90% of our revenue comes from repeat business. And, a large part of new business also comes through existing customer referrals.



Nagarro is a listed company

There is a new kid on the block, built for the digital revolution, differentiated by organization 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 a newly 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 first Annual Report: annualreport.nagarro.com

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 48 countries.

Who would have thought that the company we were building would one day list 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. 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



CARING is our superpower



Client-centric

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

go.nagarro.com/client-centric



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.

go.nagarro.com/responsible



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.

go.nagarro.com/non-hierarchical



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, we are connected everywhere and anywhere. Nagarrians from all over the globe come together to create a collective of knowledge. We are stronger together than as one.

go.nagarro.com/global

Caring



Agile

We are built to do, correct, explore, innovate, breakthrough, 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. We care about results, not processes.

go.nagarro.com/agile



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.

go.nagarro.com/intelligent

Why working for us is great

We support Nagarrians to turn out top performances and to start or continue their forward-looking journey in the tech industry. A strong sense of togetherness, open and respectful communication, and flexible time management help us to achieve this.



Work-life balance



Global environment



Flexible time management



Work from anywhere



Entrepreneurial thinking



Global mindset



Diversity & inclusion



Tech equipment



Challenging projects



International projects



Strong onboarding process



Non-hierarchical agile work environments



Health & wellness programs



Personalized career path



Fun internal events



Hugo Franca

Product Designer, Portugal

“For me, Nagarro is a synonym for commitment, development, and family. ‘Commitment’ because we are totally dedicated to our projects. But at the same time, we can learn new skills, try new technologies, and create delightful user experiences. Even when we are working remotely, the mutual care and support among Nagarrians allows us to exchange knowledge and learn constantly. All this has helped me grow and develop daily, both professionally and personally!”



Monan Yao

Solution Consultant, Norway

“Nagarro is unique as a workplace in terms of how it encourages us to learn continuously. As a solution consultant here, I have a lot of freedom to develop my skills, acquire accreditations, and take up new challenges. All the support from my colleagues also helps me step out my comfort zone.”



Poonam Verma

SAP Consultant, India

“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.”



Daniel Brezina

Cloud Architect, Austria

“Nagarro gives employees great freedom to develop their skills - whether technical, organizational, or in the leadership role in a project or team. Independence and creativity are desired and encouraged when solving problems. When support is needed, there are more experienced colleagues to help.”

We are many, yet we are one

No single HQ • Many nations • Lots of diversity • One manifesto

Nour Durra, Senior Consultant (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 very interesting projects and explore new possibilities in the tech realm. Oh, and Nagarrians are awesome, I know they've got my back!"



Alexander Lindner, Account Manager (Germany)

"Imagine a world where there are no borders, a world where people from all continents work hand in hand towards a common goal. Can this exist? Since I've been working at Nagarro, I know that the answer is yes! We have an ecosystem with lots of freedom, inspiring people from different professions, and a shared mission. Besides, we are CARING - with each other and with our clients around the world!"



Joe Toste, TechTable Podcast Host (USA)

"I love that Nagarro operates around its core value of CARING – both with employees and clients. It is very entrepreneur-friendly. I love the speed at which we execute projects and rapidly deploy fresh ideas. The company's global reach has allowed me to travel around the world to US, Japan, and Korea. I'm thrilled with Nagarro, the leadership team, and the investment in my craft. I am looking forward to many more fun and exciting years at Nagarro!"



Richa Agarwal, Associate Director in Software Development (India)

"I have been associated with Nagarro for over two years now and I look forward to every day with excitement! It is a young and energetic organization with a vision. One can get to work on the latest cutting-edge technologies. The innovative and entrepreneurial culture here distinguishes it from its competitors. Nagarro provides a lot of flexibility to maintain work life balance and stood strong even during the difficult Covid times. Such a great place to work in!"

Toshi Yamanouchi, Director Sales & Marketing (Japan)

"CARING is the important word for our core values. Can you feel your company's core value at daily work? You can feel it at Nagarro for sure! I always feel "CARING" from all of my colleagues whenever we work together globally, I feel not only the meaning of our core value's themselves, but also the warmth, kindness, honesty and real caring from each of them. That's why I think Nagarro is the best place to work for!"



Sharad Limaye, Director - Business Development (Australia)

"I love Nagarro's unique culture – the flat org structure, CARING for clients and colleagues, global presence, and innovation in the forefront of digital technologies. Of course, not to forget, the enthusiastic Nagarrians and entrepreneurial spirit! All this keeps me motivated every day and positively geared towards achieving my work-related goals."



We care for our world

At Nagarro, we are committed to work responsibly to make a positive contribution to the preservation of nature and to create a more peaceful society. Nagarrians around the world engage in a wide range of initiatives. We would be delighted if you became a part of these Corporate Social Responsibility (CSR), too.

#RoadSafety

We work with local governments and organizations to make roads safer, save lives, and minimize automobile-related injuries.

Check out our self-developed platform called Civic-Quotient, which focuses on social issues such as road safety, education, health, and community development. We also co-founded India's first "Vision Zero" implementation to systematically reduce road fatalities.

go.nagarro.com/cq_community

#Health

We develop technology to improve the well-being of our Nagarrians, as well as the health of everyone else.

During the Covid crisis we built a website which helped the teams to better plan the supply of essential items. Also, we arranged 13 buses for more than 500 people, including children, to reach their



homes. We developed a Covid isolation center with beds and oxygen cylinders to support the medical system.

#InclusionandDiversity

We follow a culture where everyone - irrespective of geography or hierarchy - is valued, including colleagues with disabilities.

At TestingPro we partnered with the nonprofit, Specialsterne. Specialsterne helps people with autism to become software testers and opens up new opportunities for them to enter the job market.

go.nagarro.com/innovation-through-diversity

go.nagarro.com/be-you-be-yourself



#Sustainability

Sometimes you have to give up to give back.

We've cut out single-use plastic, focus on conserving water, and consciously save electricity. Since the beginning of 2018, we have not used plastic bottles, bags, or plastic packaging in our offices.

go.nagarro.com/ESGreport

#GenderEquality

Egalitarianism is a fundamental part of our culture, and we strongly believe that the workforce of the future has to be based on gender equality.

go.nagarro.com/gender-equality



#BridgingDistances

We use technology to connect geographies and cultures, making distance irrelevant between intelligent people.

We are co-founders and incubators for Plaksha, a technical university aimed at providing education on future-relevant topics.

#CleanAir

Whether adopting green transportation, planting trees, or building more environmental awareness, we are determined to make a difference.

To date, our partner organization Treenation has physically planted about 10,500 trees and saved 3,300 tons of CO2.

go.nagarro.com/tree-nation

#BetterSociety

We promote a culture that encourages volunteering, fundraising, spreading awareness, and more.

At the Nagarro Art Forum, founded in 2013, young artists present their works in our Nagarro office.

go.nagarro.com/art-forum

#WorkLifeBalance

We work hard and play harder, so that all are happy and productive.

go.nagarro.com/working-mothers

go.nagarro.com/staying-PAWsitve



We work from anywhere



Nobody gets left behind!

The world and technology are constantly evolving. We help Nagarrians stay ahead of the curve.

Tailor-made training and educational opportunities help us to learn and grow together. Our developed platform called NagarroU offers colleagues worldwide a wide range of training courses, in both areas of professional and personal development. Learning is self-directed, allowing employees to follow their interests. Information about new technologies is quickly and easily available.

Some offerings in detail:

#ConnectedLearning

It is a webinar initiative with topics ranging from technology, delivery, domain, consulting, leadership, and soft skills all under one umbrella.

LevelUp!

This program offers Nagarro's brightest minds the opportunity to level up. Become a full stack professional, who not only has technical depth but is prepared for the demands of the industry by developing a breadth of knowledge across technology, communication, innovation, agility, and more. You can appear for assessments and win badges/medals, which not only prove your proficiency (while simultaneously looking cool on your desk) but also give you priority access to individual learning paths, mentoring, exclusive workshops, competitions, and select certifications.

Soft Skill Training

In this competitive world, being in IT does not just mean to code well. What gives you an edge is being a good and impressive communicator. So, to make sure you get it right. Our "Communication Reloaded" initiative helps our employees improve a variety of communication skills.



Javier Quintero (Mexico)
Technical Lead Client Solutions

"I am always able to stay motivated and focused by developing my skills with the help of NagarroU, our internal upskilling program, and solving work-related challenges as a team, on a daily basis. With reliable teammates and a supportive management around, work is often a synonym for learning and fun!"



Stefan Schwartz (Austria)
Test Automation Expert & Delivery Manager

"I appreciate the opportunity to actively participate in my further education. Some of my colleagues are trainers for internationally recognized certifications, and I have the opportunity to take advantage of this offer at any time."

From navigators and explorers

Professional and personal development are equally important to us. Our Navigators support you right from the start and inspire a positive working environment with a can-do spirit and the right mindset.

Navigators at Nagarro do not act as bosses, but as leaders. They are mentors and consultants in this role. Navigators make their Explorers aware of their strengths, helping them become their own role models and shape their own paths. This understanding of People, Culture, and Leadership (PCL) is very important to us. This stands for Leadership Excellence @ Nagarro.



"I love to meet new Nagarrians and support them in their journey through the global world of Nagarro."
- **Ram Reddy** (USA), Navigator



"My navigator is a great help. As he is based in another country and works for a different department, he helps me in getting to know other views of the company and more colleagues to start collaborating with. In addition, my navigator supports me with valuable tips for my personal growth."
- **Kerstin Grüneis** (Austria), Explorer



Let's connect & become friends!

We at Nagarro are proud to work here and like to show off on all our social media channels. Stay up-to-date and follow us! In addition to press articles, new job advertisements, blog posts, and photos/videos of lectures and events worldwide, we run cool social series to give our followers a feel for life at Nagarro.

**Nagarro**
201,245 followers

#NagarrianSpeak: Every Friday we highlight a quote from our Nagarrians on different social media accounts.



9 years and counting at Nagarro! The conducive environment has enabled me to learn a lot and strengthen my inherent skill sets. Nagarro's eco-friendly approach and focus on protecting the environment match my ideals perfectly. For an avid cyclist and independent woman like me, Nagarro has been the air beneath my wings, providing the perfect balance between work, passion and good living!

Reena Katyal
Project Head



**Nagarro**
201,245 followers

WomenOfNagarro: In this social series, we spotlight our female Nagarrians. We showcase different career paths, because nothing is impossible here!

#WomenOfNagarro

Alma Bibic-Colic

Software Engineer
Munich, Germany



**Nagarro**
201,245 followers


NagarrianAtPlay: We have cool hobbies beside work! This series shows how diverse we are, and that work-life-balance is not just words – it is a reality!




Even if you have any doubts about completing a trek, it's still worth pushing yourself to pursue it; you always feel a lot more confident and strong about yourself on seeing that you did it! Nothing better than that!

#NagarriansAtPlay

Sachin Dave
Senior Architect, Identity and Access Management

**Nagarro**
201,245 followers

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



#CUSTOMERSPEAK

Nagarro helps us take the leap in developing and operating the data foundation we need, to run effective business intelligence. We enjoy our partnership with Nagarro as they can support us worldwide 24/7, with the agile and responsive mindset we are looking for in a partner.

Sture Freudenreich
Head of IT

**Nagarro**
201,245 followers


GeekyAboutTech: We are geeky by heart - this is a part of our DNA! In this series we share some cool things around tech & invite all followers to share their perspectives as well.




20 years of the Agile Manifesto

"The fourth point in the Manifesto tells us to respond to change rather than following a plan – and nobody in the software industry had a plan to handle the scale of the current pandemic – but companies whose culture and mindset was built on the Agile Manifesto, realized that they were far better equipped to respond to these extraordinary circumstances. When everyone has to work away from office – the most powerful tool software development teams can showcase is 'agility'. The first point of the Agile manifesto tells us to value individuals over processes/tools and at Nagarro we saw the benefits of this in reality, as we were able to transition to a 'work from anywhere' model with zero disruption."

Kanchan Ray
CTO, Nagarro

**Nagarro**
201,245 followers

#RoadtoNagarro: Our family keeps growing. In the #RoadtoNagarro series, our new colleagues talk about how they got started at Nagarro and share tips with potential hires.



Sociabble

Sociabble is our employer advocacy program. It summarizes all our social media channels to a single wall. You can easily like, comment, and share posts in your personal network. Get points, win cool badges, and plant real trees for each action. Isn't that cool?

#Thinking Breakthroughs

#LifeatNagarro

#CARING

#Nagarro

#MakeDistanceIrrelevant

#DigitalEngineering

Follow us!

 @Nagarro

 @nagarroinc

 @lifeatnagarro

 @Nagarro

 @nagarroinc

Find more about us on:

 @nagarro

 @Nagarro

 @NagarroInsights

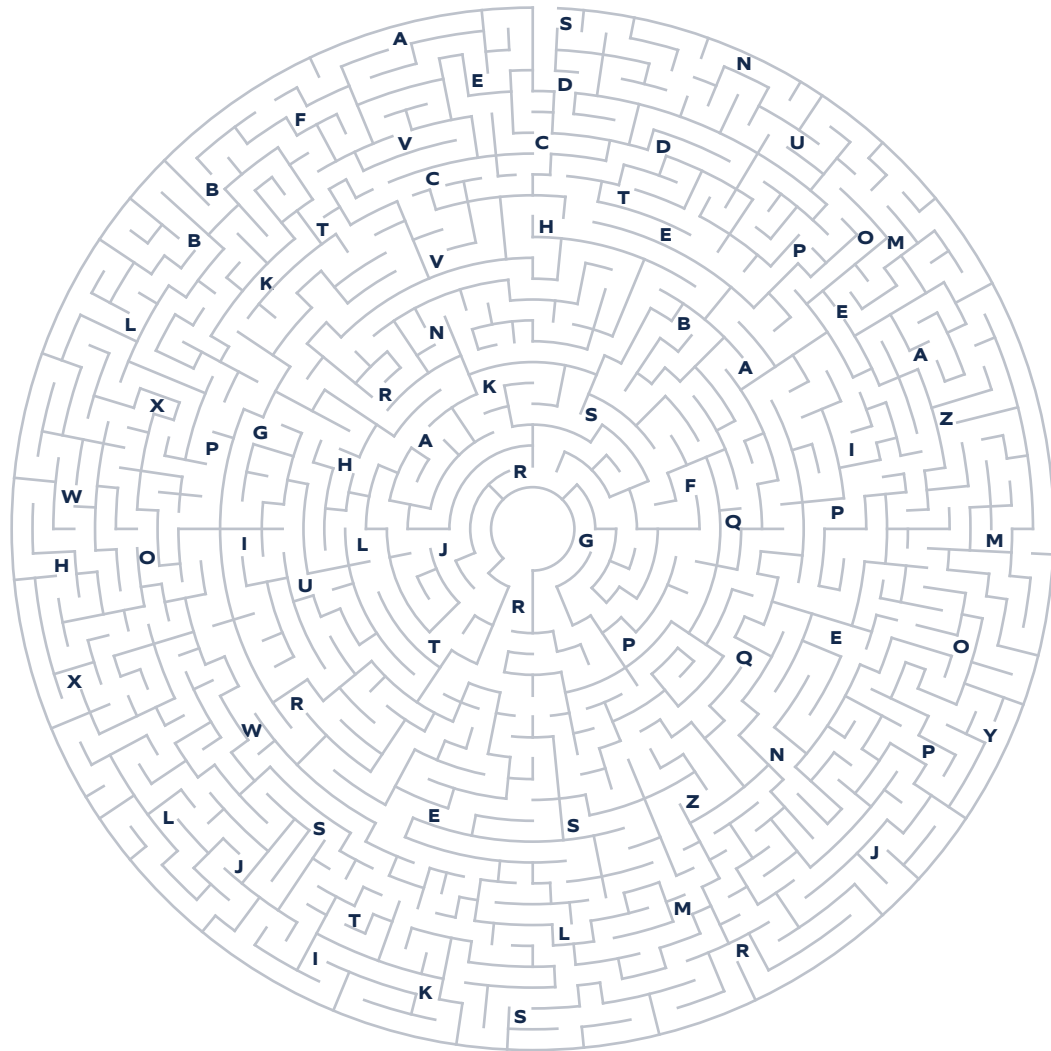
 @Nagarro Austria

 @nagarro

 @TechTables

Think you have what it takes to be a Nagarrian?

Can you solve the maze below? All correct submissions get a chance to win. We will add your name to a lottery pot, and will draw a winner every six months! Good luck!



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

The only sure thing is your starting point. The rest of the journey we build 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.

Nagarrians know when to try their luck! Do you? Enter the contest now: go.nagarro.com/raffle

