

# questers /

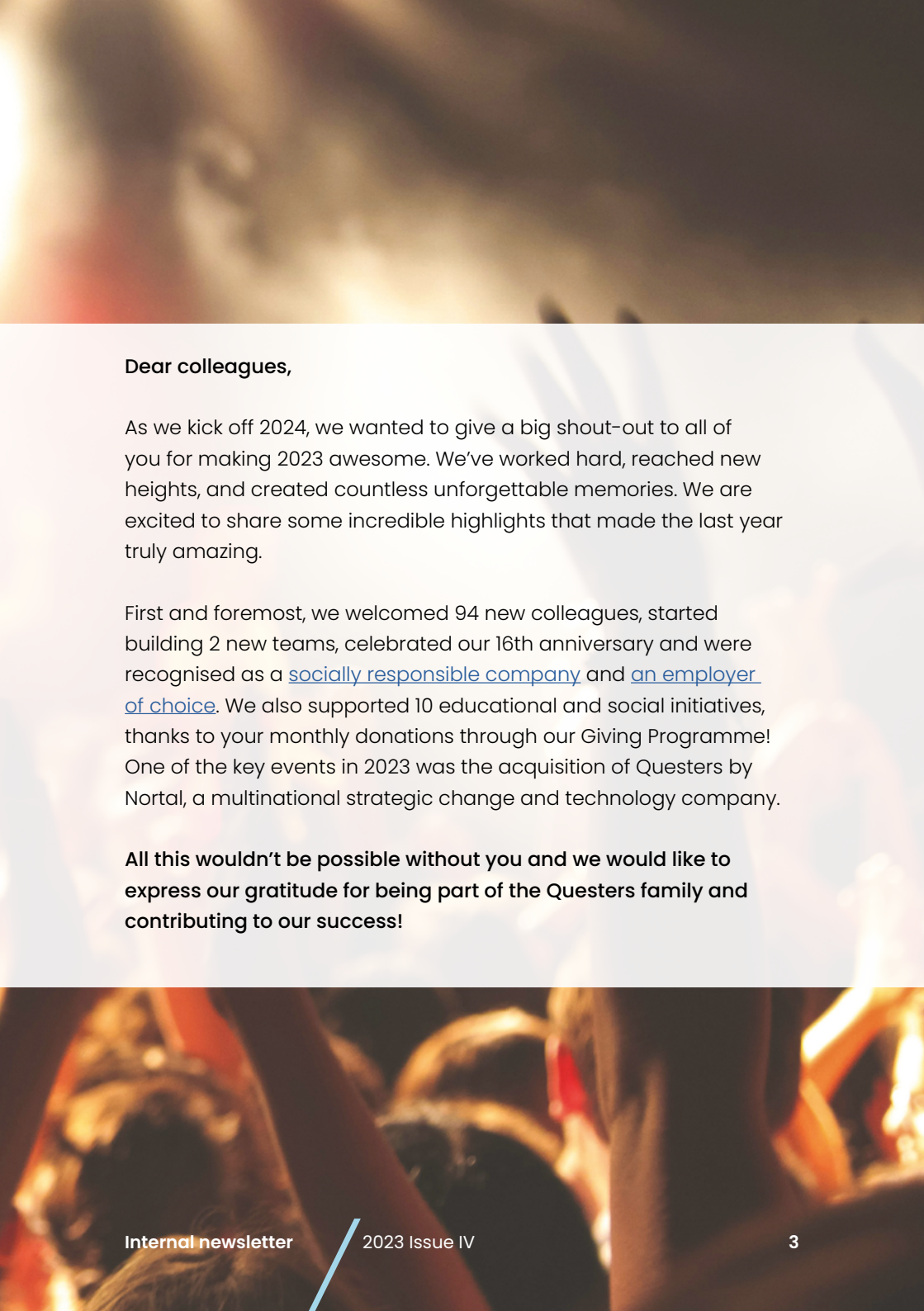
INTERNAL NEWSLETTER 2023  
ISSUE IV

Q4  
2023



**“Another year...  
another journey ahead!”**






**Dear colleagues,**

As we kick off 2024, we wanted to give a big shout-out to all of you for making 2023 awesome. We've worked hard, reached new heights, and created countless unforgettable memories. We are excited to share some incredible highlights that made the last year truly amazing.

First and foremost, we welcomed 94 new colleagues, started building 2 new teams, celebrated our 16th anniversary and were recognised as a [socially responsible company](#) and [an employer of choice](#). We also supported 10 educational and social initiatives, thanks to your monthly donations through our Giving Programme! One of the key events in 2023 was the acquisition of Questers by Nortal, a multinational strategic change and technology company.

**All this wouldn't be possible without you and we would like to express our gratitude for being part of the Questers family and contributing to our success!**





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 Radostina Nikolchova, Recruitment and Resourcing Advisor at Questers.

**Use one word to describe yourself.**

If I have to describe myself in one word, it would be “ambitious”.

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

When I was younger, I wanted to design clothes or create art. The creativity process has always fascinated me.

**Which was your favourite subject in school?**

In school, my two favourite subjects were Bulgarian literature and biology. The beauty of language and the wonders of life have always caught my interest.

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

In my free time, I love cooking and experimenting with different cuisines, watching TV series on Netflix or HBO, painting and making anything creative just for fun. However, the most favourite activity for me is spending time with my beloved ones.



*Step  
into the  
Spotlight*

**questers** /



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

I would love to have dinner with Matthew Perry, as well as Michael Gambon (known as Dumbledore in "Harry Potter"). I'm curious to know anything this person could tell me about his life, his time in "Harry Potter" and how the movie changed his mindset. Another famous person I would also like to have dinner with is Millie Bobby Brown known as Eleven from "Stranger Things" (these series are pure

magic) and last but not least - Beyoncé (the Queen, I dream about having a talk with such a successful and powerful woman).

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

Find something you love and go for it with all your heart. No excuses, no plan B. Never settle for anything less than you know you can do. It will be hard, but I promise it will be worth it.

## **CALL for RECOMMENDATIONS**

Recently, our Super Recruiter team has been busy working on many exciting vacancies. Are you willing to assist them?

Should you know an awesome technology enthusiast who also fits the description of some of the roles at [www.questers.com/op](http://www.questers.com/op), feel free to refer them to us at [recommend@questers.com](mailto:recommend@questers.com).

**P.S.**

It's worth mentioning we offer a very tempting bonus for bringing in new talent.



# HOT from the BLOG

At the beginning of November, we celebrated the International Project Management Day. In recent years, this profession has gained popularity not only in Bulgaria, but also globally.

Surprisingly or not, locally, there's a wide range of perspectives on what it means to be a project manager. To mark the occasion, we prepared [a blog article](#) in which we delve into the market expectations regarding the hiring process and give a brief overview of the field.

## MISSION POSSIBLE: Hiring PMs in Bulgaria



### Elena Aleksandrova, Sr. Full-Stack Developer

The tech industry has long been perceived as a male-dominated. At the same time, this belief often overlooks the significant contribution of many women in shaping the IT world. Contrary to popular opinion, women were at the forefront of the early days of programming.

Fortunately, Bulgaria is among the EU leaders in terms of gender diversity in the IT sector. That's why in November we had the amazing opportunity to speak with Elena Alexandrova, Senior Full-Stack Developer in the News UK team at Questers.

Read more in our [blog](#) about what she shared with us about her career path, challenges and excitement in the workplace.



WOMEN IN TECH

# HAPPY BIRTHDAY JAVASCRIPT AND PERL!

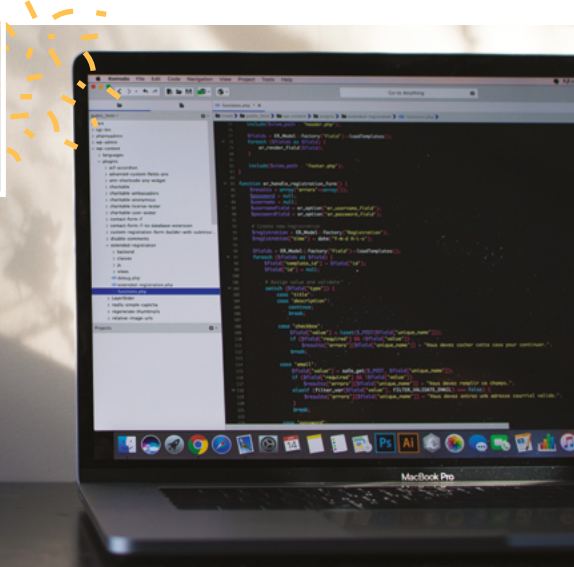


December was an important month for the tech world as two of the world's most popular programming languages – JavaScript and Perl – celebrated anniversaries. Here's a brief overview.

December 4 marked the 28th anniversary of the first release of JavaScript, which continues to be a revolutionary force in web development. The main JavaScript advantage is that it's universally compatible, which allows it to work smoothly across many platforms.

Fast forward to December 18, Perl also celebrated its 36th anniversary. In the early phases of its development, it was used to navigate files, scan large collection of information or facts, create and retrieve dynamic data, and output formatted reports based on the data. Later, it became a tool for file processing systems, process management, database administration, client-server programming, web-based data management and even object-oriented and functional programming.

To find out more intriguing details related to all these celebrations, we invite you to check our [blog](#).





# A DAY IN THE LIFE OF A SENIOR FRONT-END DEVELOPER AT FUNDING CIRCLE TEAM



In November, we presented to you a story about what a day in the life of Senior Front-end Developer at Funding Circle team at Questers looks like. It was a pleasure to speak with Hristo Stamenov, a very talented and enthusiastic software engineer. Here are the highlights of his answers:

## What does your typical day at Funding Circle team look like?

The work at Funding Circle can be described as a dynamic mix of technical deep dives, collaborative discussions and strategic planning.

I start every morning with a thorough email review and crash report analysis. This initial assessment ensures that I am fully aware of all potential issues and can prioritise my tasks based on their importance.



Following this, I participate in our standup meeting, which often leads to a technical discussion. This meeting is essential for keeping everyone on the same page and ensuring that we are working together effectively to achieve our goals.

## Name the top 3 things that make the Funding Circle team awesome.

Firstly, it's the team spirit at Funding Circle that truly stands out – there's a palpable sense of camaraderie and mutual support that creates positive work environment.



questers/



Secondly, the company provides plenty of opportunities both for personal and professional growth.

And lastly, the value placed on individual feedback and suggestions is incredibly empowering and makes a tangible difference. This reflects a culture that encourages open

communication and fosters a sense of cohesion among the team, contributing to a dynamic and innovative workplace.

Check out the whole story in our [blog](#) and should you know someone who would like to join his team, do not hesitate to refer them to us at

[recommend@questers.com](mailto:recommend@questers.com)



”

**I COULD SAY THAT RUBY FOUND ME.  
I JUST WAS IN THE RIGHT PLACE AT  
THE RIGHT TIME!**

“

As we celebrated the 28th anniversary of Ruby on Rails just before the holidays, we invited our colleague Akseniya Penkova, Software Developer in the Funding Circle team at Questers, to share her thoughts on how she got started with this high-level and general-purpose programming language and what has it given her in terms of knowledge and experience.

Read what she shared with us in our [blog](#).



## LAST OUTDOORS PARTY

What a wonderful summer we had! To celebrate the end of the warm season in early October we organised an epic party at our qTerrace and had such a good time dancing, singing and laughing.



## RILA HIKE VOL.2

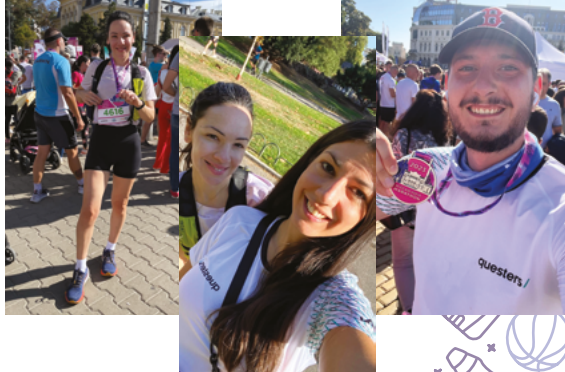
October gave us a perfect opportunity for an autumn trek with the mountain rescuers from the Mountain Rescue Service Dupnitsa. Our colleagues gathered for an adventure – to climb the hillside near the Fish Lakes hut in the heart of Rila. The hike was a perfect escape from the city and turned out into a relaxing experience for all.





## SPORTS UNITE US

In 2023, our team members proved they enjoy both tech and sports challenges. In October, they participated in the 40th Wizz Air Sofia Marathon and achieved impressive results.



On the snowy and rainy morning of November 25, a team of 15 represented Questers in the 8th edition of The Big Tech Run. We are happy to initiate and sponsor this running initiative. Over the years it has grown into an event that brings together hundreds of enthusiastic tech runners.

And speaking of our colleagues – they finished with a great overall score and had a lot of fun together.



## REFERRAL TALKS EVENT

In December we organized our annual Referrals Talks event. The office was filled with the tasty aroma of pizza when our fantastic recruitment team, along with the software engineers from the News UK and Funding Circle tech teams joined together for an fascinating discussion. They introduced the latest updates of our programme.



# Christmas Cheer

## CHRISTMAS CHARITY BAZAAR

2 317 BGN DONATED

On December 12, the traditional Christmas Charity Bazaar took place at qClub with a warm mix of homemade treats and holiday goodies. We collected the total amount of 2 097 BGN and donated the funds to two social enterprises - the creative Art Atelier Tvorilnitsa, who provide employment to people with mental health difficulties and JAMBA, an organisation that acts as a link between people with diverse abilities in Bulgaria and their future employers.

In addition to the two causes our bazaar hosted the charity Adopt Pitbull - a volunteer organisation working towards the adoption of pitbulls and pitbull-like dogs from the animal shelters in Bulgaria.

Their cause was supported with a total of 120 BGN.



In the spirit of giving, we supported the JAMBA Foundation once again by purchasing their Christmas aroma candles for our clients and partners and another 100 BGN were directly donated to their cause.

тво  
артистелне  
рил  
нища

Questers





## CHRISTMAS GIFTS 10 000 BGN DONATED

For our traditional Christmas gifts to our employees, clients and partners, we prepared over 300 gift boxes filled with festive goodies. The presents supported the cause of The Social Teahouse – an organisation that helps young people from a problematic social environment, provides them with opportunities and tools to live an independent life and to grow both personally and professionally. The total amount that directly supports their cause is 10 000 BGN.



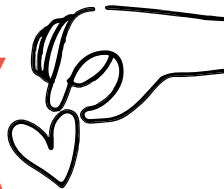
## CHRISTMAS PARTY

In December, we had the most epic Christmas party ever! It was an absolute blast to celebrate the holiday season with our amazing partners and colleagues. Our special guests were Kerana & kosmonavtite who boosted the atmosphere with their amazing music. We rocked all night. Here are some photos to feel the electric vibe.





# GIVING BACK



In 2023, we set an ambitious goal to collect and donate 35 000 BGN through our Giving Programme's donation matching initiative. Behind this amount are all employee donations through the social benefits package, doubled by Questers to support various educational causes.

We are delighted to share that in 2023 we collected together a total amount of 33 760 BGN and hit our target by 96%.

In addition, through other charity initiatives we've managed to collect and distribute another 12 711 BGN in support of various social causes outside of the educational sector.

Here is a recap of the main causes supported. For more details check out Giving Programme recap .

## **TELERIK SCHOOL ACADEMY**



**Telerik School  
Academy**

### **14 000 BGN DONATED**

For the 3rd year in a row, we have supported Telerik School Academy – the largest free IT education initiative for students from 3rd to 12th grade. Through our joint efforts, we were able to cover the educational activities of two digital academies for the 2023/2024 academic year to 37 children in the cities of Montana and Sevlievo.

## **EDUCATION WITHOUT BACKPACKS**

### **4 000 BGN DONATED**

Education Without Backpacks is a non-profit organisation that works to modernise education in Bulgaria by creating alternative educational resources mainly online. They have translated Khan Academy, the world's largest general education platform, into



Bulgarian. We appreciate their work and donated BGN 4 000 to help them create high-quality learning materials and digital tools for teachers and students in Bulgaria.

ОБРАЗОВАНИЕ  
БЕЗ РАНИЦИ  
www.obr.education



## TEACH FOR BULGARIA

### 7 500 BGN DONATED

Teach for Bulgaria is one of our most trusted partners in our ambition to improve the educational system in Bulgaria. In 2023 we donated 7 500 BGN, which will be used in support of their mission to ensure quality education for every child in Bulgaria.



TEACHFORBULGARIA

## NATURAL SCIENCES OLYMPIC TEAMS ASSOCIATION

### 4 000 BGN DONATED

For 2nd year in a row, we supported the Natural Sciences Olympic Teams Association (NSOTA), which unites the leaders of the Bulgarian Olympic teams in



natural sciences. The association aims to ensure proper training processes for the brightest students in those teams and prepare them for their excellent performance in different international competitions. In 2023, young Bulgarian minds achieved remarkable success, winning 90 medals in international competitions, including 17 gold, 32 silver, and 41 bronze. To continue supporting these talented students, we donated 4 000 BGN to the Association.

## CLUB S.K.O.R.E.C.

### 1 000 BGN DONATED

We are proud to support the university club "S.K.O.R.E.C.", which brings together inquisitive and passionate students from the Faculty of Biology at Sofia University. The club's mission is to connect theoretical knowledge with practical conservation efforts. Our financial support provided laboratory materials for indoor activities and food for the animals needed for their field expeditions.

