



The Art of Netbullsing

Young Adepts' Handbook



Hi, Young Adept!

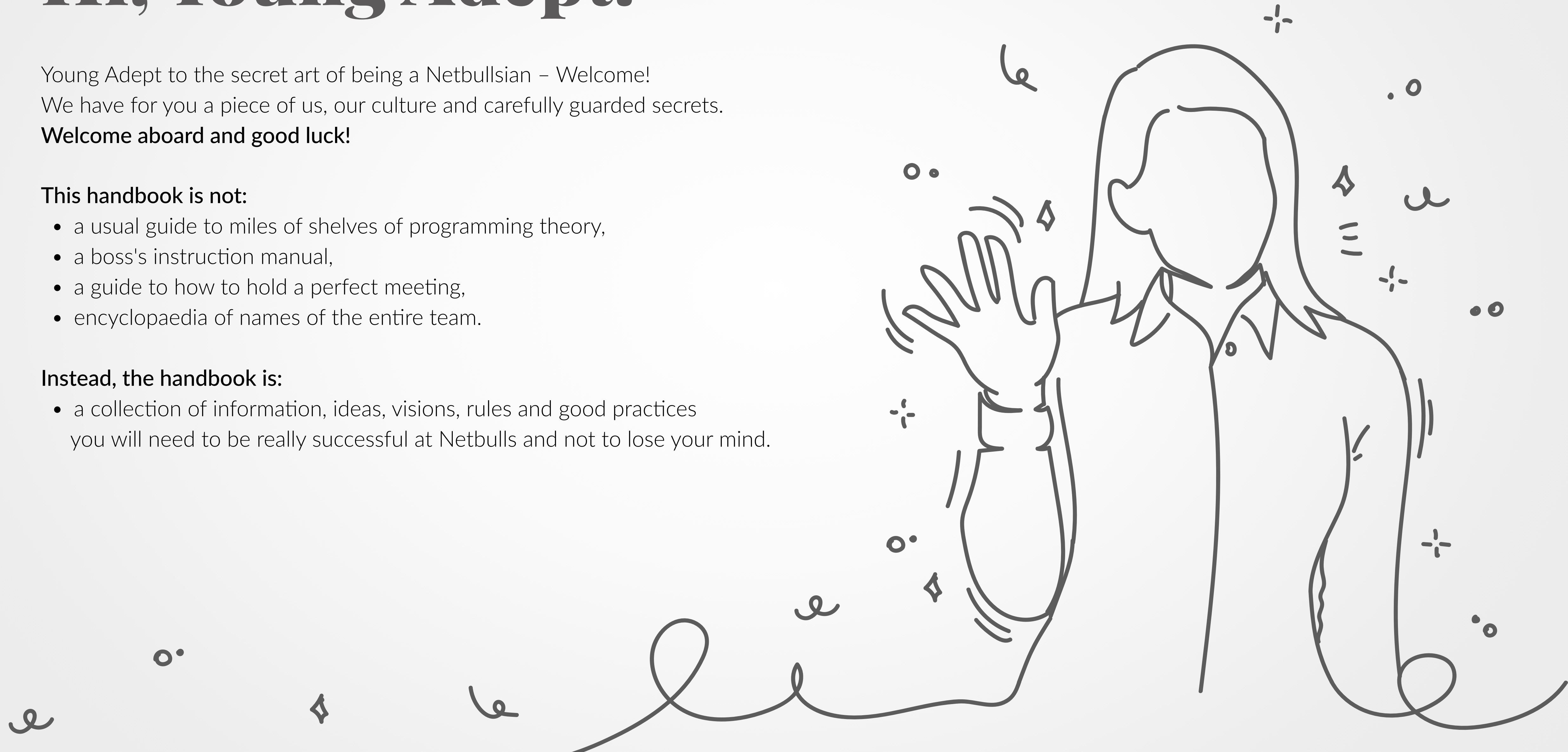
Young Adept to the secret art of being a Netbullsian – Welcome!
We have for you a piece of us, our culture and carefully guarded secrets.
Welcome aboard and good luck!

This handbook is not:

- a usual guide to miles of shelves of programming theory,
- a boss's instruction manual,
- a guide to how to hold a perfect meeting,
- encyclopaedia of names of the entire team.

Instead, the handbook is:

- a collection of information, ideas, visions, rules and good practices you will need to be really successful at Netbulls and not to lose your mind.



Cold hard facts

Fact 1.

If you're open, involved and creative, respect the opinions of others, like sweets and puns, rely on the team and play fair, you have all the makings of a truly **Netbulls star**, and we're here to help you become one.

Fact 2

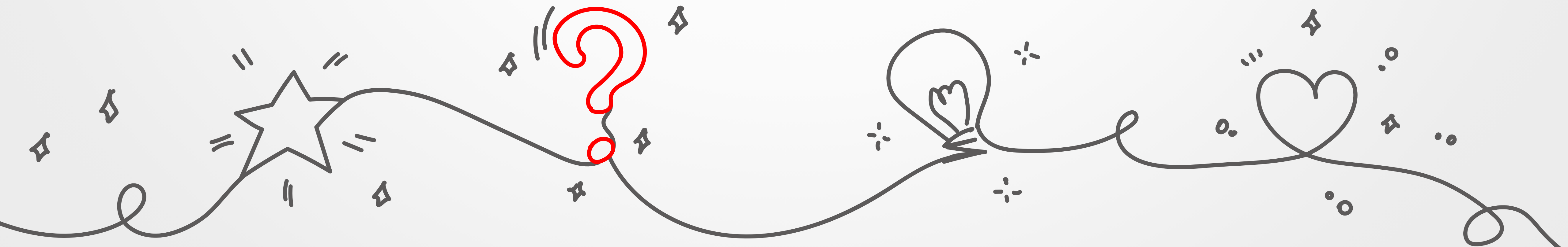
Each organisation has its own rules and even if you're a senior with years of experience, **you have the right not to know what to expect precisely.**

Fact 3.

We are well aware that no book or guide can replace a human being, especially our **People Person - Aga**, but by preparing this guide, we want to introduce you to your new, great adventure just a little bit.

Fact 4.

The key to Netbulls is in front of you. Have a seat, grab a cup of coffee and **find what's in store for you.**





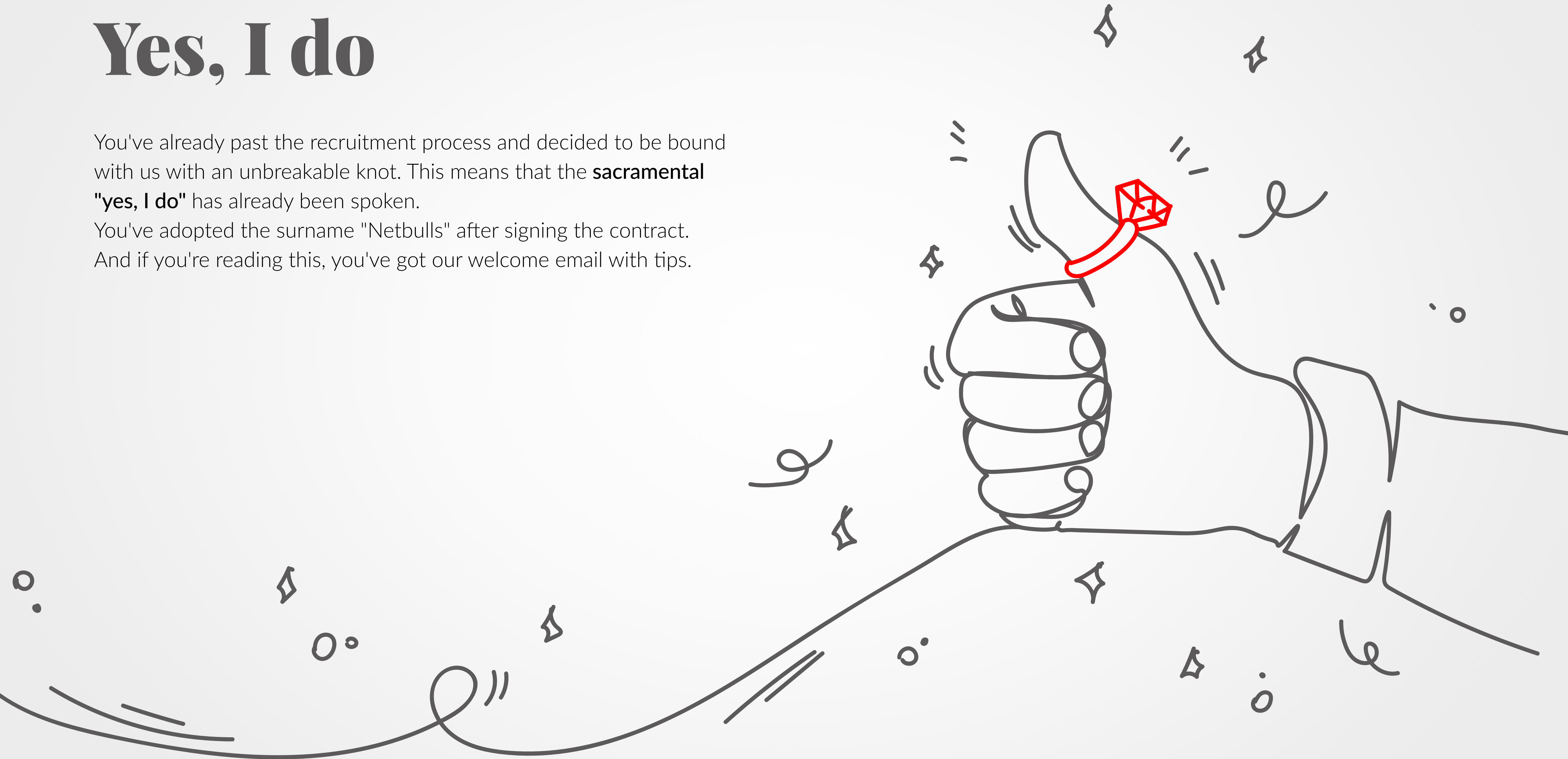
Onboarding



Yes, I do

You've already past the recruitment process and decided to be bound with us with an unbreakable knot. This means that the **sacramental "yes, I do"** has already been spoken.

You've adopted the surname "Netbulls" after signing the contract. And if you're reading this, you've got our welcome email with tips.



It's the first day

of the rest of your life

A day full of surprises. It is an exceptional day for us too because:

- it is you who becomes part of our team,
- your grand arrival is an important event and really something to celebrate (yes, yes, that's another little cake-related allusion).

After short formalities, you'll be given a **tour of the company** – you'll get to know the office, team and all strategic places. And a **Welcome Pack** will be waiting on your desk. Enjoy!

You can find all the other information and helping materials on the "Adept" profile at [Adept's Folder](#) - go there and find out for yourself.



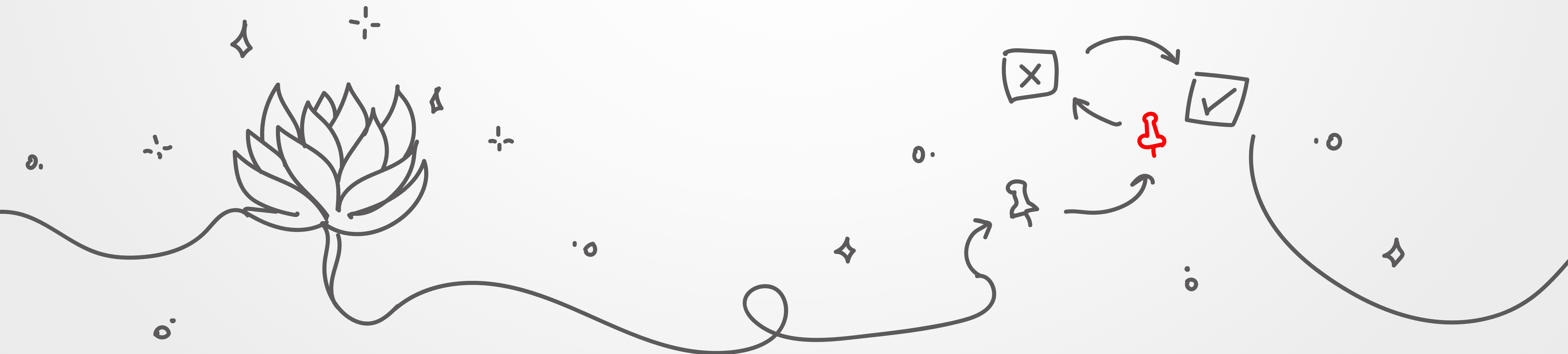
Your People. Your Power

Mentor

For the **first 3 months**, you'll be working with a Mentor who will **help you, provide feedback**, support you and lead you. He/she will point you to good practices and methodologies in the project. Your Mentor will help you understand the process, expectations, requirements, people, policies, and the organisation. The clue to success is communication – the mentor has his/her responsibilities and might sometimes be unavailable – just set your own cooperation rules and stick to them.

Manager

You've already met the manager during the recruitment process. He/she asked those most difficult questions. Now you can meet him/her fully. **He/she defines your goals, tasks and holds you accountable for them.** He/she introduces you to the organisation and is a leader and liaison between you and the Management Board. The manager assigns projects to you, shows you the tools to work and communicate with, and – most of all – accepts your leaves.



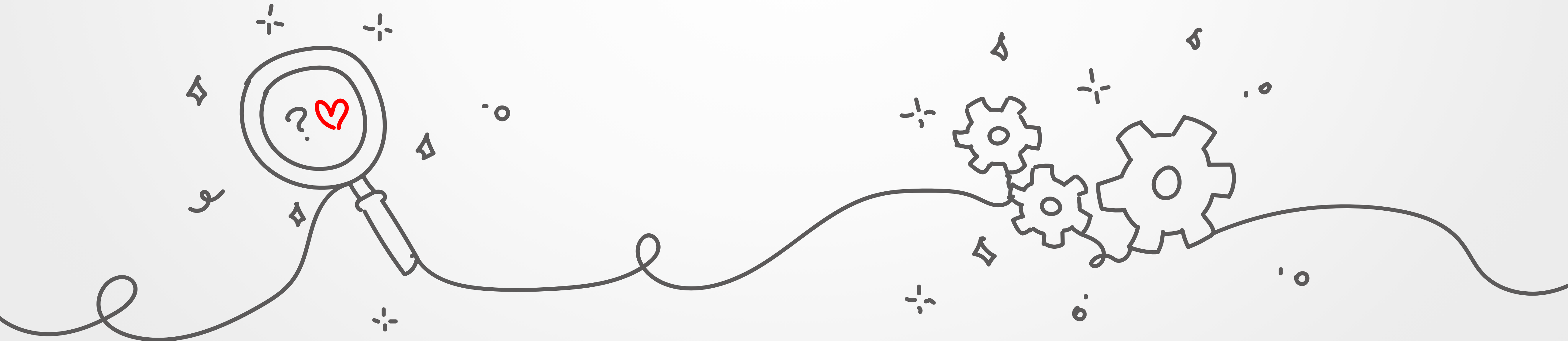
Your People. Your Power

P&C Team

Just because you can't see something doesn't mean it's not there. Our People & Culture Team takes care of your well-being and makes sure that everything goes quickly and smoothly. **You can contact them with any issue or question** – helping is in their blood. If you have any problem or you don't know whom to ask what, contact P&C and you'll both come up with a solution.

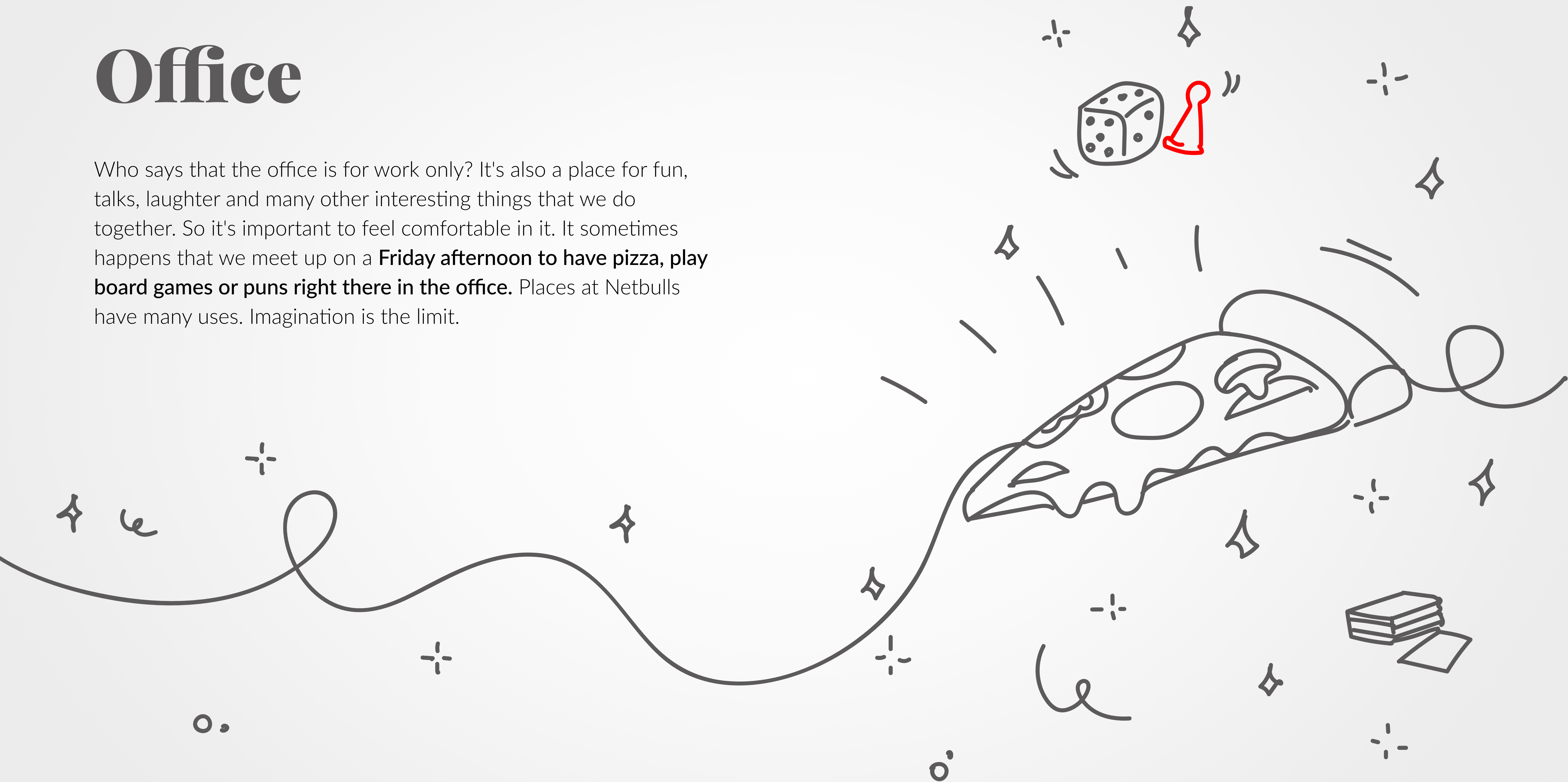
DevOps Team

Hardware is acting up? New license needed? Headphones stopped working? Keyboard has its own way of working? We have **two magicians** at Netbulls who **solve such problems with their eyes closed!** DevOps DREAM Team. Such two, like these three, you won't find anywhere.



Office

Who says that the office is for work only? It's also a place for fun, talks, laughter and many other interesting things that we do together. So it's important to feel comfortable in it. It sometimes happens that we meet up on a **Friday afternoon to have pizza, play board games or puns right there in the office.** Places at Netbulls have many uses. Imagination is the limit.




Don't miss it


 **Wiki** ([link](#)) – project knowledge base. Visit it and check it out.

 **Timetastic** – leave management.

 **Bitwarden** – password management made easy and secure.
Install and enjoy the convenience and security of use.

 **People and Culture Team** ([link](#)) – all you need to know about the Netbullsians – from structures to procedures.

 **Matrix i Tron** – conference rooms in Białystok

 **Arrakis i Interstellar** – conference rooms in Lublin

If you need to use the room, you need to book it first in the calendar.



Slack channels::

- **netbulls-organization** - our most important news. Follow them closely!
- **netbulls-org-uop** - channel for all those employed based on an employment contract,
- **netbulls-education** - place where you can get and share knowledge,
- **netbulls-bialystok** lub **netbulls-lublin** - channels for both branches, food-related issues are mostly dealt with there,
- **netbulls-funtime** - we share fun!
- **hajdpark** - number 1 channel, without doubt - channel where you can share news, funny videos or memes. No one knows why it is the most popular Slack channel!

Quo vadis

Your first **3 months in the new reality** are already over. The trial period comes to an end. What we need is reliable information about the effectiveness of our work – we need to establish if we're moving in the right direction.

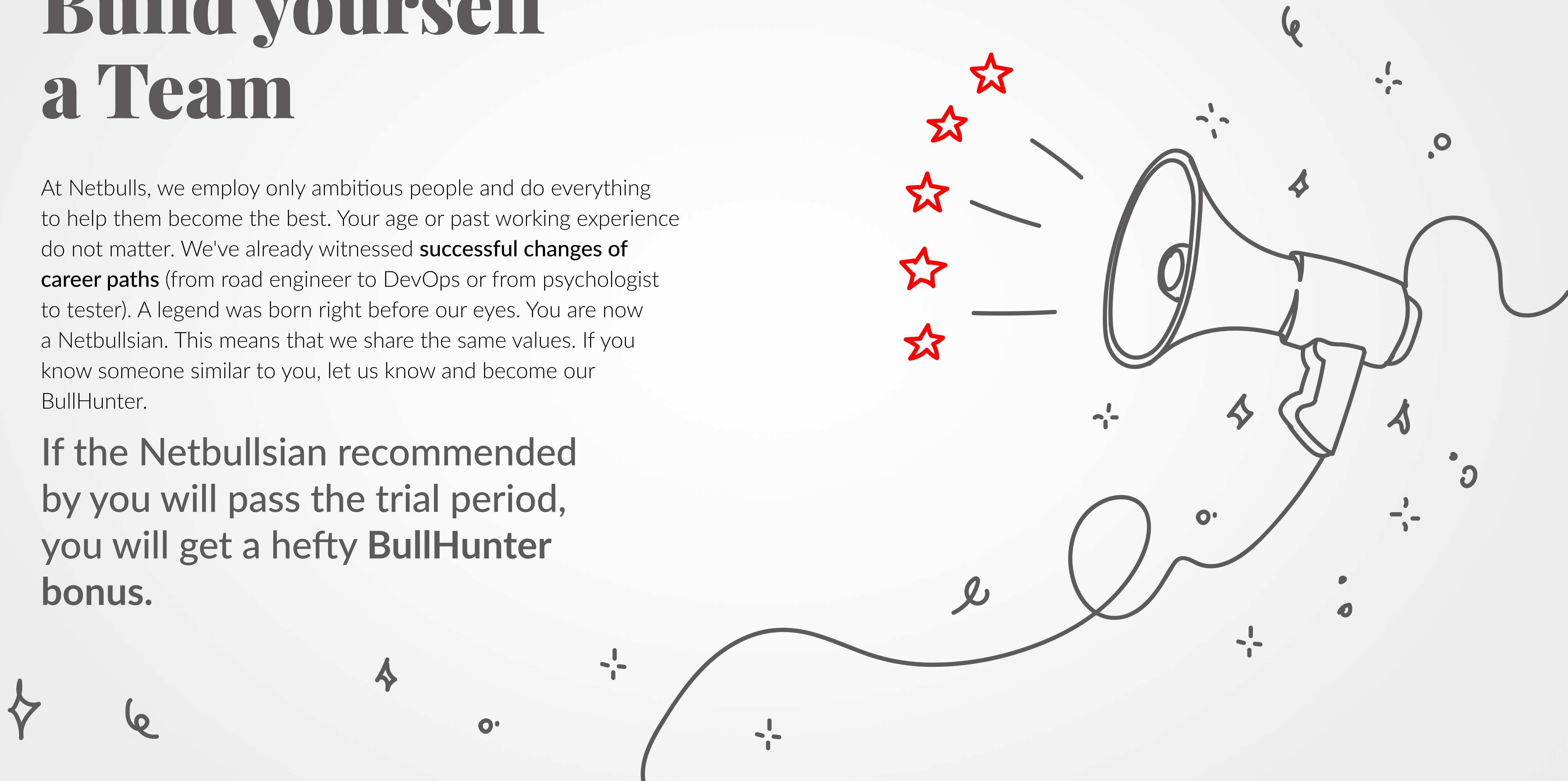
You'll have a **Qsummary Chit Chat** meeting. We're also looking forward to your feedback and comments. In the course of further cooperation, you will periodically meet with the P&C Team and the Manager – good communication is essential.



Build yourself a Team

At Netbulls, we employ only ambitious people and do everything to help them become the best. Your age or past working experience do not matter. We've already witnessed **successful changes of career paths** (from road engineer to DevOps or from psychologist to tester). A legend was born right before our eyes. You are now a Netbullsian. This means that we share the same values. If you know someone similar to you, let us know and become our BullHunter.

If the Netbullsian recommended by you will pass the trial period, you will get a hefty **BullHunter bonus**.



Feel free

We make sure that the atmosphere at Netbulls is casual. We know that life is unpredictable and surprising. You must know that our **CEO is a visionary type with an open mind**, so if you have an idea for a product or service, **do not hesitate to ask him for a meeting** and talk the idea through. Sometimes great success starts with inconspicuous ideas. We value every single suggestion about making our everyday work and its processes easier, so feel free to contact the Manager or put your ideas in our [BIB \(Bright Idea Box\)](#).

Netbulls are people,
and people are power.





Offboarding



Decision

We really want our cooperation to last as long as possible, but we know what life is like. We might decide to part ways – it may be your decision or our joint decision – we respect each. Remember to communicate your decision to the Manager and P&C Team.

Every single **employee is valuable** to Netbulls. A sudden resignation may not only create a gap in project continuity, but also be something for your colleagues to worry about. Information on planned resignation is critical - you should not delay it.

Also prepare for an Exit interview, determining resignation terms and handing over your responsibilities.



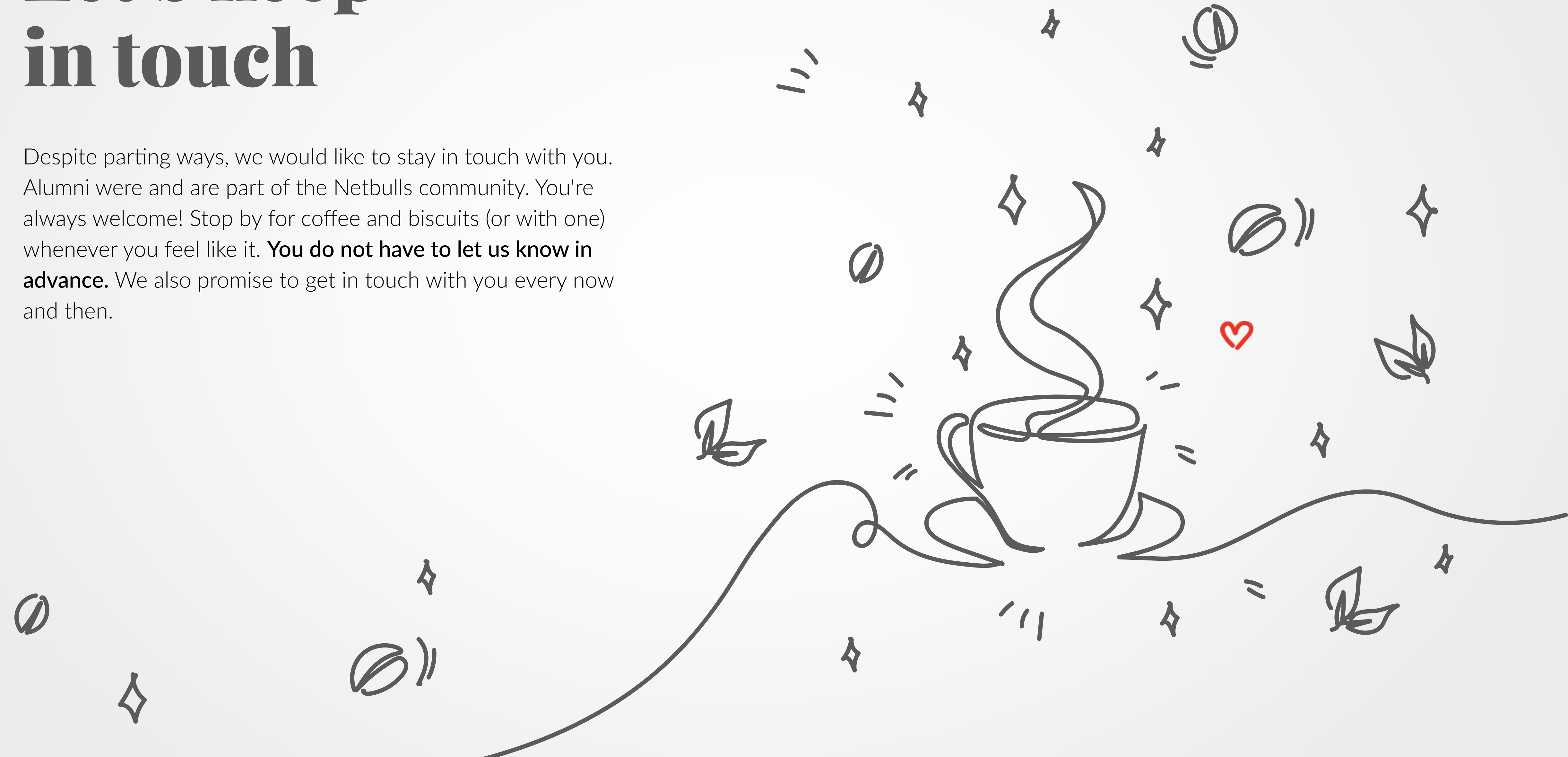
Exit interview

It is an important conversation, especially for us. It will help us understand your perspective on areas for improvement and aspects in which we perform quite well. It is a **voluntary and casual meeting** in an atmosphere of openness and mutual respect, which is a great opportunity for us to look at our organisation through your eyes.



Let's keep in touch

Despite parting ways, we would like to stay in touch with you. Alumni were and are part of the Netbulls community. You're always welcome! Stop by for coffee and biscuits (or with one) whenever you feel like it. **You do not have to let us know in advance.** We also promise to get in touch with you every now and then.





**Let's build exciting
things together**

