

TITLE OF THE CASE STUDY: ASTEA SOLUTIONS

Name of the organisation:

ASTEA SOLUTIONS

Country and sector of the organisation:

BULGARIA, Software and IT sector

Type of organisation:

- Business company

Size of the organisation:

- medium

Brief description of the organisation:

ASTEA SOLUTIONS is a high growth software development company that develops a wide range of software products for smartphones, tablets, and desktop devices. From mobile apps to AI-powered recommender systems, the company does it all — reading and authoring multimedia content, video and audio streaming, data visualization, and machine learning. Clients and partners of the company are 500 companies such as Barnes & Noble and Morgan Stanley, and innovative startups like LiveList and Stageit.

Some of our proprietary, internally developed products include Socialbook, LiveMargin Reader, and Sophie. Our products are being used by students, book enthusiasts, music lovers, and content creators, including performers worldwide.

Short description of the case study (500 characters)

The company has major focus areas such as flexible working hours, great work-life balance and nice social benefits, friendly work atmosphere. ASTEA SOLUTIONS aims to provide great work atmosphere and to create the brightest teams!

What really attracts and keeps people with us are not flexible working hours, free sports cards or additional medical care, but the community of great and diverse people. We believe that a sense of community and support for everyone's individual aspirations are what sets us apart.

The strategy of the development of our „Ideal work atmosphere“ is focused on :

- flexible working hours,
- free sports cards or additional medical care,
- sense of community and support for everyone's individual aspirations,
- team-buildings, board games, and sports,

We love just hanging out together!

Key words:

IT, software, home office, work balance, smart ideas, friendly atmosphere, social benefits

BEST PRACTICE PROFILE

DETAILED DESCRIPTION

Astea employs are the best and the brightest. Our rigorously selected, highly qualified staff includes medalists from international informatics and mathematics Olympiads and young academics doing groundbreaking work in various fields related to Information Technologies.

As a result of the wide range of commercially available products that Astea has developed from concept through market release, our team possesses unusually broad and deep expertise in all areas of digital content development.

In addition to building great product on behalf of our clients, we maintain a strong commitment to sharing our experience and expertise with university students and IT professionals interested in extending their knowledge.

We really believe in a balanced attitude to work and personal time of everyone. We concentrate efforts not only on our colleagues being technically best prepared, we try to give people the opportunity to build themselves as full-fledged individuals and professionals. We give them a chance in the protected environment of the company to test their own limits, to try different roles, taking part in different initiatives.

We believe that sharing moments is the most valuable asset for our people, we organize thematic meetings-presentations in which colleagues share their favorite hobbies and activities and look for like-minded people for sailing, running, mountaineering and everything that gathers interest and excites their thoughts. We regularly prepare homemade sweet and savory temptations, which we share in a mini bazaar for charity. In one of our big events - Astea Conference, almost all teams related to the organization of the event are from our colleagues. During the summer months, our colleague and licensed mountain guide Boyan Sheitanov often organizes after-hours walks on Vitosha, and on weekends to more distant mountain destinations.

Of course, in the office we have provided areas for relaxation and games, we tempt colleagues with breakfast or a beer meeting after work, we make sure there is fresh fruit in the office and comfortable places for conversation and coffee in the breaks between meetings and tasks.

RATIONALE

For our company, the most important asset is the people. First of all, it is important for us that the team feels good and works with a smile and mood. Therefore, we try to make the whole work process fun, without compromising the productivity of the team and the quality of the final product.

We provide an opportunity for each member of the team to have freedom in the organization of time, work and responsibilities.

We strongly believe that responsibility allows us to grow in every way, especially in our creative work process.

Our observations show that people work better and more productively when they receive encouragement and recognition for a job well done. We try to create a friendly work environment in which everyone supports everyone, both in the work placement and out of work.

Managers in the company not have employees, but colleagues, which brings additional motivation and peace of mind in the team.

GOALS

We commit to delivering great work.
We commit to having fun in everything we do.
We desire to learn new things and soft skills.

IMPACT

Positive:

We are friends.
We love what we do.
We are flexible - freedom is our greatest motivator.

We regularly share knowledge and organize meetings, during which we explore new tools that we can apply. We also organize lectures and workshops where we test new ideas, depending on the tasks or problems we want to solve.

LESSONS LEARNED

At Astea you have the opportunity to work on various projects in various fields - healthcare, education, trade, finance.

And depending on your interests, you can closely specialize in certain activities related to the analysis and development process. You can emphasize the creative part of the analysis - UI and UX design, or the organizational part - optimizing the development process and planning the stages of the project.

Opportunity for development is also specialization in a specific type of applications, increasing responsibilities, project management, training of junior specialists, etc.

A major incentive to improve skills and productivity of the staff in Astea Solutions is the good working atmosphere with friendly work relationships, freedom of action, balanced and health working environment!

“ PRIVILEGE, RESPONSIBILITY AND PLEASURE ”



TRIFON TRIFONOV
CO-CEO & CHIEF PRODUCT OFFICER
@ ASTEA SOLUTIONS



“Вдъхновявам се, когато виждам,
че съм допринесла за нещо, което е подобрило
качеството на процеса, продукта, комуникацията.”



ЮЛИЯ

В НАЧАЛОТО НА СТАЖА

Този стаж ще бъде
ново начало за мен :)

За Астеа знаеш, че
е място за развитие.

Най-важното за един
екип е

сплотеността и
самоорганизацията.



В КРАЯ НА СТАЖА

Този стаж беше
едно от хубавите неща,
които са ми се случвали
в последно време.

За Астеа вече знаеш, че
е чудесно място за
развитие, с хора
готови да споделят
знания и опит.

Най-важното за един
екип е

комуникацията и
разбирателството.





? Как ти се стори технологичният стек на стажа?

“Изключително интересен и доста съвременен. Всичко нужно, за да се създаде едно уеб приложение.”

Ивайло Петков
Участник в шестата стажантска програма



Junior Software Engineer



? Каква е мотивацията ти да станеш ментор в програмата?

“Преподаването винаги ми е било страст - често водя упражнения във ФМИ, а тази година съм и дипломен ръководител на ученик от ТУЕС. С нашите напътствия за кратко време стажантите ни успяват да сътворят впечатляващи продукти и ми харесва да съм част от този процес.”

Марина Краева
Ментор в стажантската програма



Expert Software Engineer



REFERENCES

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