

A FUTURE TOGETHER CANDIDATE GUIDE



WELCOME TO A FUTURE TOGETHER



IF YOU ARE HERE...

... You're already a few steps closer to knowing what A Future Together means. Whether you're preparing for an interview or simply window shopping, the following will explain what that future might look like for you.

WHO ARE WE AND WHAT DO WE DO AT EUROWAG?

#WEareEW. In the beginning there was one guy; today we've evolved into 1000+ colleagues spread across offices throughout Europe and The Middle East. We are the people that develop the products, code the software, and build the devices that our customers love. From selling our services, preparing the invoices and doing the accounting, to coaching and developing our people. Your future begins here.

WHY ARE WE HERE?

Our vision is to democratize the on-road mobility industry through a technological revolution. Watch the video to see how we will achieve it.



WHAT WE DO



FINANCIAL SERVICES

ULTIMATE RESORT OF FINANCE

EUROWAG Financial Services, such as Insurance (MTPL, CASCO), EW Cash, or Currency conversions are solving multiple challenges for the negative working capital-constrained transport industry. Financial operations efficiency and resilience is at the tips of client's fingers with EUROWAG.



TAX REFUND

FAST AND SEAMLESS

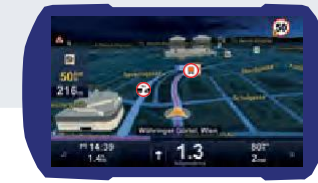
EUROWAG's highly transparent and fast Tax Refund solution accelerates customer's cash flow by recovering Value Added Tax and Excise Tax from fuel, toll and other on-road spending. The fully digitalized process simplifies customers operations and provides the best-in-class cost efficiency.



ROAD LORDS

NAVIGATION & INTELLIGENCE

Road Lords is a social navigation app built to democratize on-road CRT mobility market. The driver's community is a key element to connect small and medium sized fleets offering comprehensive services such as DFF, Fuel, Insurance or Tax refund in one marketplace.



VEHICLE NAVIGATION

GLOBAL SUCCESS

SYGIC products connect smartphones with cars, navigate company fleets all over the world and help families stay in touch. We have created one of the top Navigation Category Apps worldwide, with 200 million users. Through innovation we change the way people travel and how commercial vehicles operate.



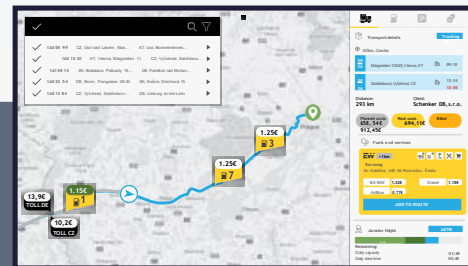
E-MOBILITY PIONEERING

Our solution for public charging provides users with full charging experience: search, navigate, authorize and pay - at more than 200,000 charging points in Europe. In combination with a dedicated fleet management solution and telematics, we enable the smooth transition towards eMobility and the hassle-free operation of electric vehicles for any company fleet but also for the end-users - including charging at home and work.

EUROPEAN ELECTRONIC TOLL

THE MARKET DISRUPTOR

EUROWAG's in-house developed EETS Box combines European wide payments for road tolls, bridges, full scope Fleet management solution and secure Fuel Payments. We are supporting the free-flow of commercial vehicles on European roads and making driver's lives easier by dematerializing more than a dozen black boxes in the car into just one.



TELEMATICS

INDUSTRY BENCHMARK

The unique EUROWAG Telematics web and mobile solution is combining advanced track-and-trace features with route planning, driver behaviours and remote tacho download functions. It substantially improves the driver's safety and vehicle efficiency and has become an industry benchmark.

FUEL CARDS

NO.1 BRAND

Our Fuel cards provide access to our European wide network of more than 14,000 fueling spots in a secured and cost-effective manner. Our brands EUROWAG and ADS are the most loved by trucking companies in the markets we operate. EUROWAG Mastercard® is an effective cash-less tool for Drivers to be used anywhere and anytime for AdHoc spendings such as breakdown service, fines, or ATM cash withdrawal.



ALTERNATIVE FUELS

TOWARDS GREEN

EUROWAG was one of the first to introduce diesel engine pollution-reducing additive "AdBlue" alongside other industry first high-grade biofuels. Our European network of LNG/CNG sites is now available to EUROWAG customers. As soon as other clean alternatives become available, EUROWAG is ready and committed to be amongst the first to embrace them.



TECHNOLOGIES WE USE IN OUR PRODUCTS...



LINUX
Windows

Redis **MS SQL** **KAFKA**
PostgreSQL **MYSQL**

Navision (2009 / 2016) **JAVA** **Node.js**
.NET C++ / Perl

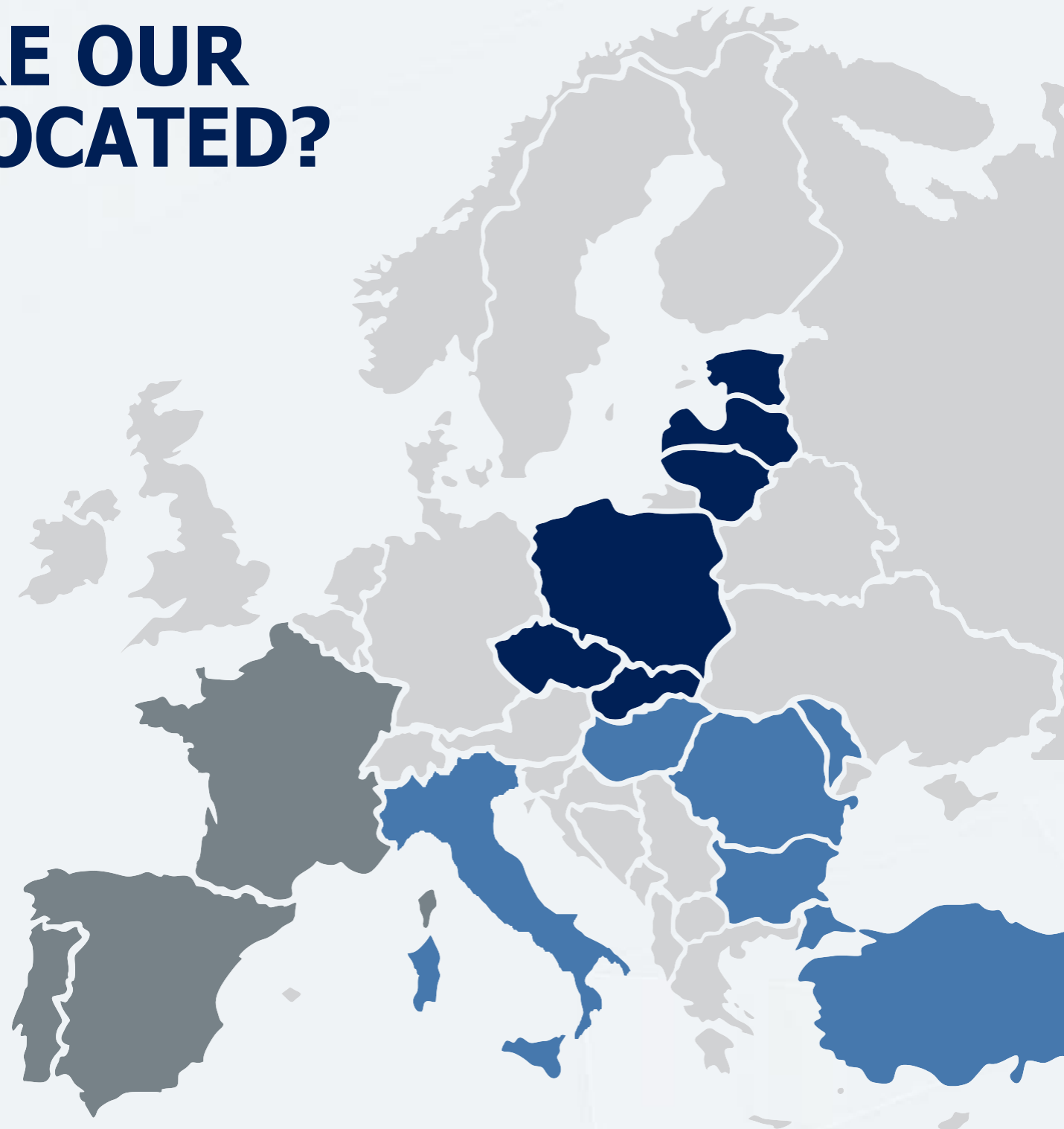
PYTHON **REACT** Navision **AZURE DEVOPS**
Routines **PHP**

Linux / C++ **AZURE** SalesForce

Next to those, we are hiring experts from various areas such as accounting, treasure, legal, compliance, human resources, marketing, sales and many more.



WHERE ARE OUR OFFICES LOCATED?



- Bulgaria**
- Lithuania**
- Czech Republic**
- Poland**
- Spain**
- Portugal**
- Estonia**
- Romania**
- Turkey**
- Latvia**
- Slovakia**
- Hungary**

OUR VALUES



 **DELIVER YOUR BEST**

 **EMBRACE CHANGE**

We are driven by passion and purpose rather than controls. Our values are our superpowers and guiding principles for everything we do.

 **BE A TRUE COLLEAGUE**

 **BE A GOOD PERSON**





WHY JOIN US?



EW is diverse, disruptive and still evolving with a broad range of benefits.

Apart from a traditional set of benefits such as

MEAL VOUCHERS

CONTRIBUTION TO PENSION/LIFE INSURANCE

SICK DAYS

5 WEEKS HOLIDAYS

MULTISPORT CARD

MOBILE PHONE

NOTEBOOK

We go beyond with:



Opportunity to use the Products our customers love



Daily supply of fresh fruit at the workplace



Financial support of employees in sports activities



Sabbatical leave opportunities



Open spaces, relax zones (with PS4, tennis table, musical instruments, etc.), lounges, creative zones and own restaurant in the HQ



BeBetter Day for volunteering and a personal budget for a charity donation of your choice



Referral bonus for bringing new colleagues



Dog-friendly office at Vyšehrad



MORE REASONS TO JOIN US



We welcome flexible ways of working.

We believe flexibility is about encouraging people to work differently. It's a two-way street; you have the flexibility of how you work when you need it. Sometimes we expect flexibility from you when we need it.

We work hard but know when it's time to have fun.

Annual Christmas parties are highlights of the EUROWAG social calendar. Informal employee gatherings organized throughout the year are a great opportunity to get to know your colleagues from other than just a working perspective. 1st Summer day? A great opportunity to get a smoothie for everyone! Our sustainable/eco-friendly restaurant in HQ provides a great place for watching ice hockey world championships or having high-quality lunch prepared from fresh ingredients daily.



TOP 5 ATTRIBUTES OF SUCCESSFUL EUROWAG EMPLOYEES

1 DIGITAL FIRST

Thinks digital to access or manage data, whether it's devices, applications or networks.

2 SYSTEMS THINKING

Possesses the ability to create solutions for complex problems.

3 ACCOUNTABILITY

Takes ownership of your individual

4 COLLABORATION

Works with others to achieve our shared goals.

5 SELF-MOTIVATION

Displays initiative and commitment for personal and company success.



A WORD FROM OUR COLLEAGUES



MIRUNA STOICA

Office Manager Romania

Being appreciated for my work and to have the opportunity to overcome day to day challenges motivates me every morning to come to EUROWAG. I am lucky to work with great colleagues, which I consider my home away from home.



SERCAN CICEKLER

Customer Care Coordinator TR

Friendly colleagues and an amazing atmosphere at the Office. Also, what makes me motivated is that there is a great opportunity to improve our creativity.



TEREZA BOHUSLAVICKÁ

Head of Order to Cash

So, what if, instead of discussing all our challenges, we just roll up our sleeves and solve one. We think about how to add one additional good thing. One at the time. And let the pile of good things grow.



SOUND INTERESTING?



There is nothing easier than getting in touch with our HR recruitment team:



SANDRA KAŠÁKOVÁ

Connect with us on
LinkedIn



JANA MACHOVÁ

Connect with us on
LinkedIn



WHAT TO EXPECT?



[HTTPS://WWW.EUROWAG.COM/EN/CAREERS/](https://www.eurowag.com/en/careers/)

1

Face to Face or MS Teams interview with Talent Acquisition for an introduction to the opportunity, our company and to learn more about you.

2

We will share our feedback within a week on the progress of your application; either confirming the next round or thanking you for your time invested.

3

Face to Face or MS Teams interview with Hiring Manager and members of their team. A detailed discussion on the role, expectations and job content. There may also be a skills test or case study involved for the position you've applied to.

4

We will share feedback from this stage with you within a week or speak to you about a Job Offer. If you've been selected for the position, we will begin the reference checking process with 2 of your chosen references.

5

Once you've accepted the Job Offer, we'll walk you through the next steps related to your 1st day and the onboarding experience.




WHAT HAPPENS AFTER YOU HAVE ACCEPTED THE JOB OFFER?



1

You will meet your team.



2

We will prepare everything for you for your first day – workplace, laptop, headset, mobile and a welcome gift.




3

You will be part of a global onboarding training.



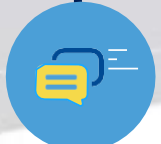
4

You will have your onboarding plan and a buddy.



5

We will constantly be asking for feedback on your experience.



WELCOME TO YOUR FUTURE AT EUROWAG!





EUROWAG

