



Working at Augen – FAQ guide



What is the culture like at Augen?

Our staff, also known as “Augeneers”, are passionate about IT. We are hungry for success, and aim to never fall short of delivering quality solutions to our clients. We are a diverse bunch of techie’s that enjoy solving problems and being challenged by the demands of ever-changing technologies that our industry faces.

Our team of approx. 45+ staff throughout NZ and VN are a friendly bunch and we tend to treat each other just like family. Open communications, respect and honesty are some key attributes that we all embrace.



Who are our Clients?

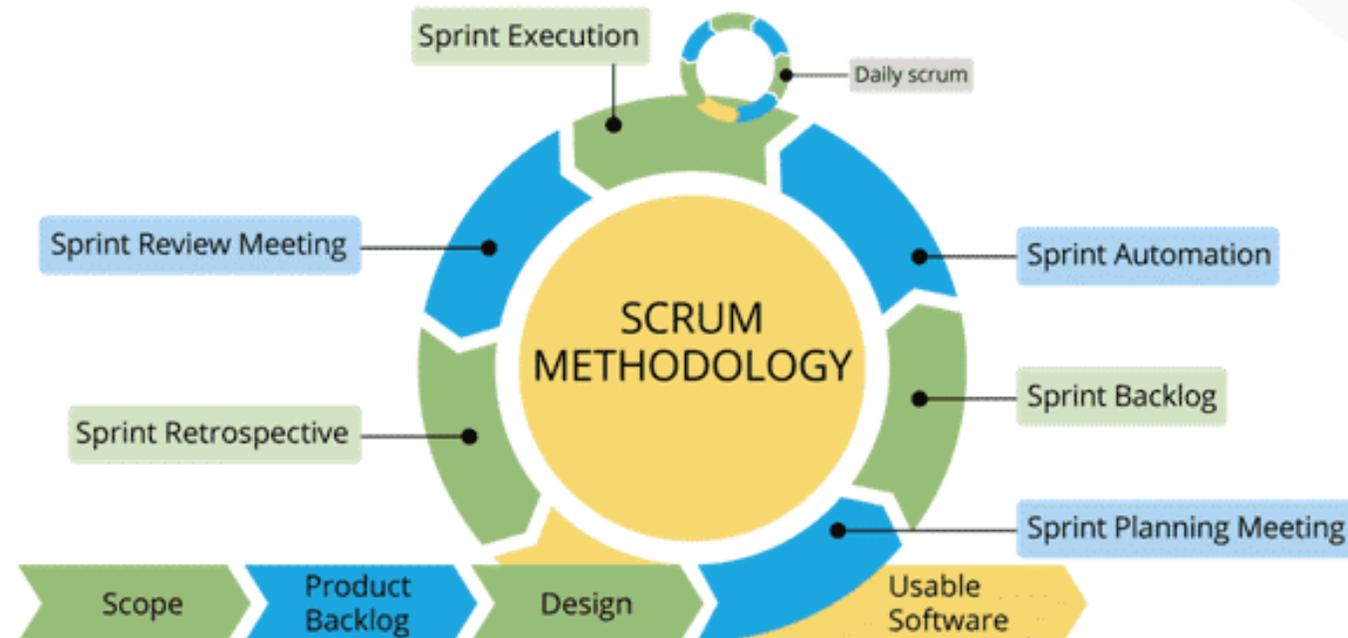
As a medium sized NZ owned Software Services company, we are focused across all industries from Transportation & Logistics through to Health, Finance and Insurance (to name a few).

We are mostly focused on NZ clients, with the majority based in Auckland. We have a number of clients that have been with Augen for over a decade. Our clients typically range from medium sized businesses through to large enterprise.



What Software Development Practices do you adopt?

Augen adopts Agile principles in the majority of projects, with most teams working in 2-3 week sprints and having daily stand up meetings. We like to think we are doing more of a hybrid SCRUM approach, with some refinements of the framework to better suit our clients and off-shore team.



How do you have fun at Augen?

At Augen, there are numerous gatherings that gives the employees the opportunity to have a bit of fun and to socialise amongst our peers. We regularly have morning tea celebrations, or afternoon pizza and beer events.

The occasional lunchtime pot luck, or yum-cha gatherings, as well as pumping up the juke box and chilling out to some retro music on a Friday afternoon. The team is always keen to partake in events like Movember or sweepstakes on the Melbourne cup.

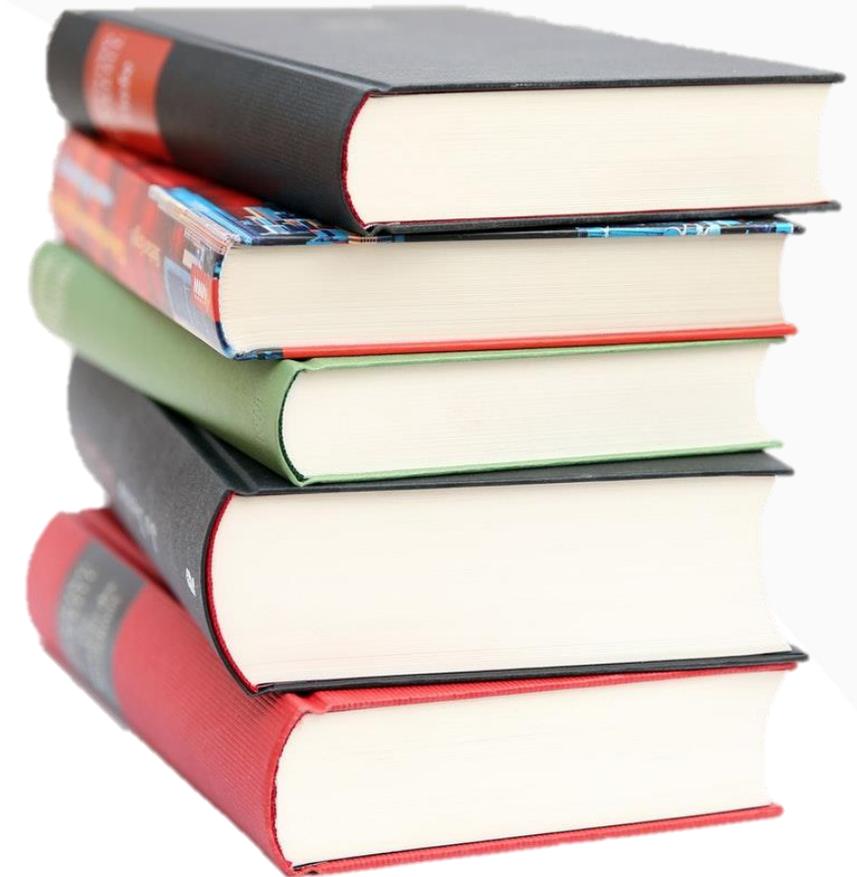


How is Learning and Development done at Augen?

At Augen, we empower our staff to take responsibility for their own learning and development. Development staff are provided with Plural Sight accounts (an online L&D portal) for easy access to key training material.

The team have regular Technology Sessions to discuss new concepts and tools, and present on lessons learnt from their current projects.

Access to training events, as well as encouraging and supporting Microsoft exams and associated certifications



How do you recognise good work at Augen?

Augen holds a Quarterly Award’s event that recognise staff who have gone over and beyond the norm. This is very much a peer-recognition event, with staff nominating individuals for the award.

We also have a culture of sending out FIGJAMs and other team-wide acknowledgements when achievements are reached. There are also other mechanisms in place to recognise excellent work at an individual and team level.



2017 FYE Q3



2017 FYE Q4



2018 FYE Q1

| | | |
|-----------------------------------------------------------------------|------------------------------------------------|----------------------------------------------------|
| Flavio Amorim and Mohit Raghav December 2013 | Mitchell Pham & Dave Gregory September 2014 | Achyurian Kumaravotpalin & Kent Huang June 2015 |
| Hugh Hoang March 2014 | Eric Li December 2014 | Dave Gregory October 2015 |
| Anastasia "Sash" Cambridge & Ambika Kumer & Mohit Raghav June 2014 | Nakib Bookwala and Shoab Shah March 2015 | Alastair James and Warren Choisy December 2015 |

How often do I need to work off-site?

The majority of our projects are done in the comfort of the Augen office. Occasionally, there may be the need to work at a client's site but this is rare and very much on a case-by-case basis. The odd meetings or consultancy work may need to be completed off-site.



Why do you have an offshore team in Vietnam?

We choose to build an off-shore team due to the quality and skills shortage in New Zealand. Our Vietnam office in Ho Chi Minh City has now been running for over 12 years delivering quality solutions in collaboration with our NZ team. ICT is the 2nd largest industry in Vietnam which has enabled Augen to recruit highly-skilled individuals with an excellent command of English.





Thank you!
Any Questions?

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