



Working at Augen – FAQ guide



What is the culture like at Augen Vietnam?

The word “Augen” is German for “eye”. We have the “vision” for IT. Our staff, also known as “Augeneers”, are passionate about IT and the vision that we have for 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?

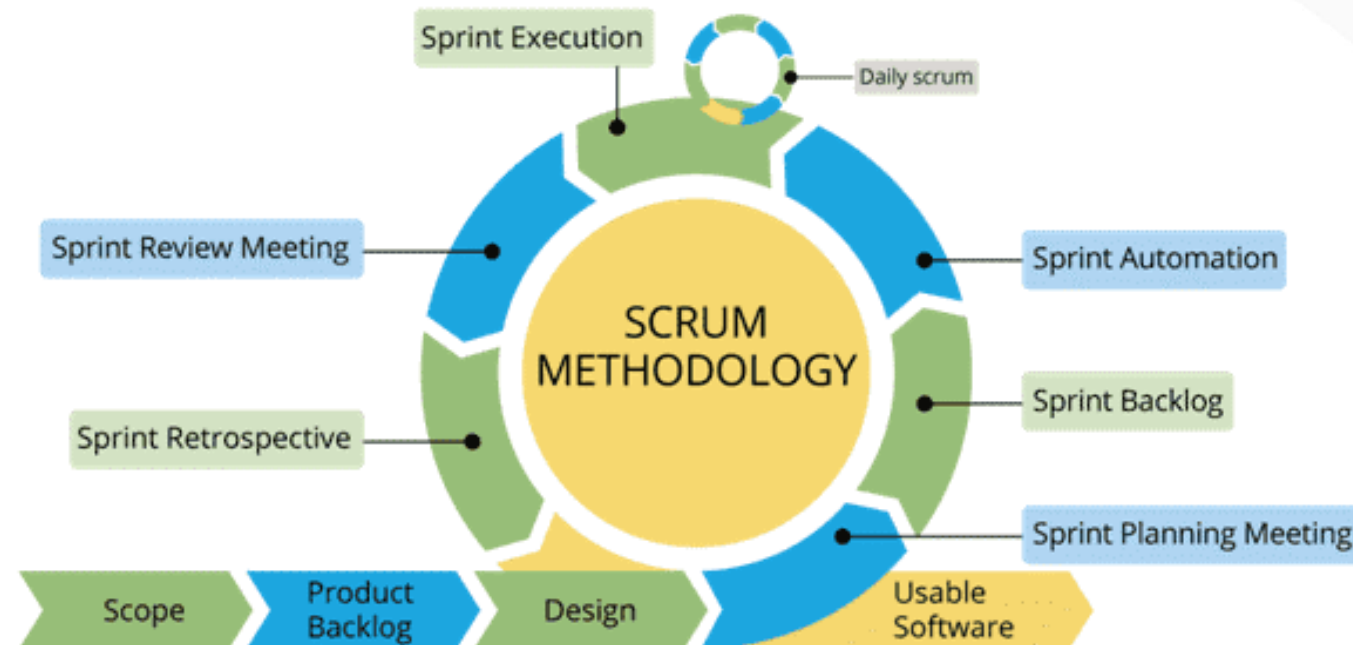
As a medium sized NZ owned Software Services company, we are focused across all industries from Transportation & Logistics through to Health, Finance and Insurance (to name a few).

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 have monthly gathering where family members are also welcomed to enjoy the yummy food & beer together as a group. We also have an annual company trip that everyone looks forward to. A great event for team building excercises and enjoying each others companionship.

We regularly have morning tea events in the office, and often indulge in smoothies or pizza\KFC shouts! We always celebrate our peers' birthday with a nice cake. There are always members of our team keen to practice table soccer, and darts for the annual championship. And that's the way we have fun every single day.

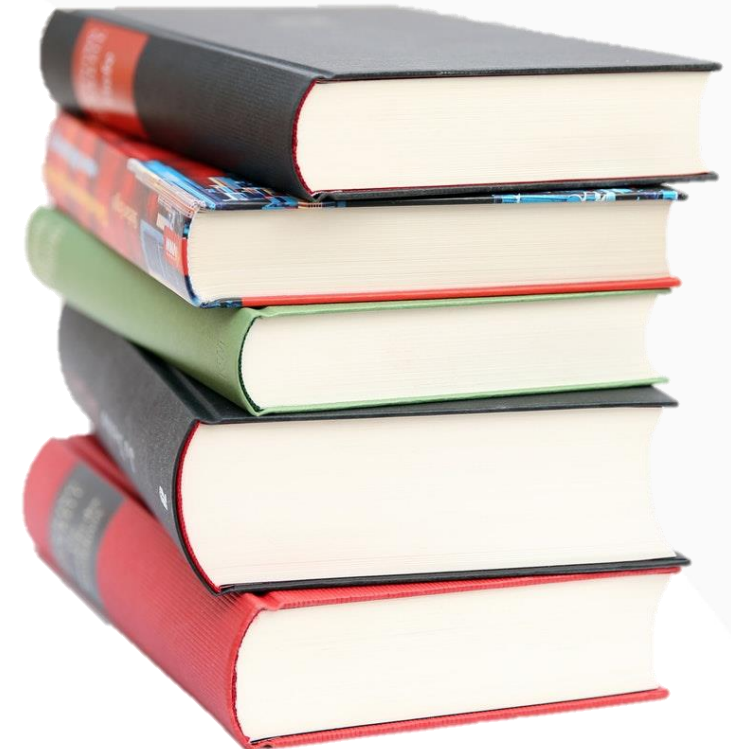
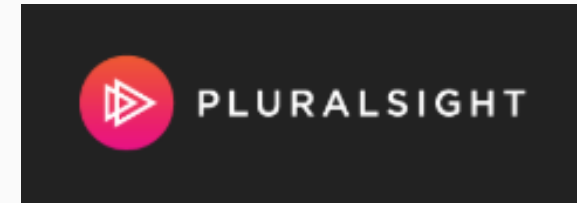


How is Learning and Development done at Augen?

At Augen, we empower our staff to take responsibility for their own learning and development. Development staff have access to 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.

We have a supportive team who are always around to provide advice.



How do you recognise good work at Augen?

Augen celebrates the successful milestones of a project with morning tea or lunch celebrations, in which everyone in the office can enjoy the success together.

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.



How do we enjoy working with teams in New Zealand?

People in New Zealand are fantastic colleagues. They are fun but always professional in work. They respect our ideas, welcome creativity and inspire our work. We have the same goals that bring the success to the projects and make our clients happy.

We practice our English speaking and writing with the NZ team every day. Communication is important in our day to day work, and we put a strong emphasis on our English ability.

Augen also has a Cultural Exchange programme which allows someone from NZ and VN to visit each other's country once a year – which is great for learning each other's culture and team dynamics.





Thank you!
Any Questions?

Operations@augensoftwaregroup.com

www.augensoftwaregroup.com