



LET'S MEET!

Etiya Candidate Guide



HELLO THERE!

We are a global technology company delivering customer experience focused artificial intelligence driven digital transformation with more than 1600 employees across 3 continents and 7 countries.

With this guide:

- You will get to know Etiya and our Exceed Everyday philosophy
- Learn what it means to us to be Etiyaen
- Will be informed about the benefits we offer
- Will be informed about social opportunities and our understanding of social responsibility
- Will see how the recruitment process works

If you are ready, let's meet!

ABOUT ETIYA

We are a global technology company delivering customer experience focused, artificial intelligence driven digital transformation with approximately more than 1600 employees across 3 continents and 7 countries.

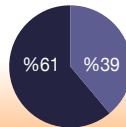
Believing in the power of shared success, we work hard for our company, our customers, the environment and the society in which we live. We keep moving forward by exceeding our goals, limits, obstacles and expectations every day.



Founded in: 2004



Number of employees: 1600+



Female/Male Ratio: 39%/61%



Average age: 31



Number of locations:
3 continents,
7 countries

EXCEED EVERYDAY

We are a community of innovators, dreamers, and doers.

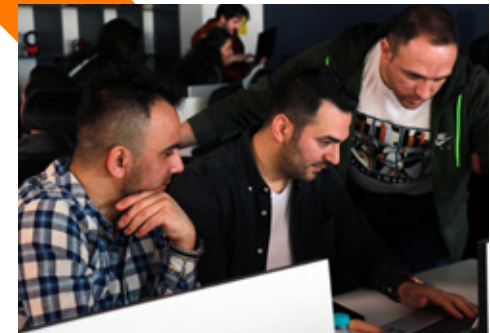
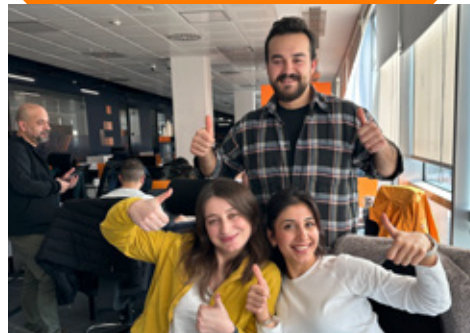
We believe in the extraordinary potential within the ordinary.

Together, we **transcend limits, redefine standards,** and **don't hesitate to take risks** when necessary.

In the ever growing realm of technology, we are not just players.

We are the composers, the conductors, and the audience, applauding the endless possibilities that unfold when we are together as a team.

You are at Etiya. Sky is the limit. **Exceed Everyday.**



WE ARE ETIYAENS!



We are Human Oriented

- Etiyaen;
- Sees differences as wealth, does not discriminate based on race, language, religion, gender
 - Courtesy is the guide in relationships
 - Tolerance is indispensable



We are a Team

- Etiyaen;
- Grows “together” and have fun “together”
 - Inspires each other and work happy “together”
 - Is transparent, believes in the power of feedback
 - Gives confidence and trusts
 - Protects the sense of humor
 - Shares her/his knowledge and experience with each other, believes in producing and developing “together”



We are Innovative

- Etiyaen;
- Always considers different perspectives
 - Takes risks, is "brave" and "pioneer" in all steps without fear of making mistakes
 - Likes to dream, always seeks to exceed herself/himself
 - Exceeds the expectations with her/his expertise and agility



We are Solution Oriented

- Etiyaen;
- Adopts a proactive perspective
 - Chases how to do it; not why it can't be done
 - Focuses on purpose and result, not problems or constraints
 - Adopts the point of view of "everyone can do the "easy", the main issue is to make a difference and create value"



We are Resilient

- Etiyaen;
- Keeps energy and motivation high in any situation
 - Does not give up even in difficulties and obstacles, sees difficulties as a part of progress
 - Keeps calm in difficult situations and finds solutions with her/his positive approach



BENEFITS OF ETIYAENS

Exceed Life

Benefits that will make your life easier during your work at Etiya

- Salary Policy (Net salary, performance-based bonus)
- Employee Stock Sharing Program
- Food & Travel Support
- Private Health Insurance
- Work from Home Support
- Special Campaigns for Etiyaens



BENEFITS OF ETIYAENS

Exceed Yourself

Benefits to support you in your career and personal life at Etiya

- Flexible Working Hours
- Remote Working Opportunity in Summer
- Employee Reward Programs
- Events
- Special Day Gifts
- Birthday Leave
- First Day of School & Report Card Day Leave
- Starting the Day with Etiya Breakfast



BENEFITS OF ETIYAENS

Exceed Future

Benefits to keep you healthy, enjoyable and ready for the future

- Our Wellbeing Application "Lotus" (Psychologist, dietician, personal trainer support & wellbeing contents)
- Our Wellbeing Webinar Series "Wellbinars"
- Mentoring & Reverse Mentoring
- Talent Management Program
- Access to Learning Platforms Beyond Time and Space



LIFE AT ETIYA

We work together at Etiya and celebrate our successes together. We are very happy to see good friendships being made here! We come together at social events and strengthen the bond between us. Here are some of these events:



Internal Social Activities:

We get together for special occasions, happy hours, and live broadcasts where we host experts on various topics. At the end of each year, we organize an all-night retreat where we evaluate the past year, discuss goals for the next year, and have a lot of fun.

LIFE AT ETIYA

Tech Talks:

Sharing our knowledge and solidarity with each other in all matters is an important part of our culture. We know that our know-how is one of Etiya's strongest assets, and we place great emphasis on sharing technical knowledge and experience within the team to expand our expertise. In the Tech Talks live broadcast series, which we organize to share information on current technology issues, our colleagues give presentations in their own areas of expertise.



LIFE AT ETIYA

Social Clubs:

We organize fun activities with our various social clubs for different interests. While our Social Responsibility Club organizes volunteer work, our Activity Club organizes our artistic and sports activities. In our Music Club, we play and sing songs together.



LIFE AT ETIYA

Corporate Events:

We reflect Etiya's team spirit together in inter-company events. We participate in inter-company organizations and competitions with teams consisting of Etiya employees. Sometimes we run for good, sometimes we compete in competitions/tournaments.



Team Activities:

Etiya has a budget to encourage employees to spend time together outside of work. Thus, we try to crown the strong synergy of our teams with social events within this framework.



LIFE AT ETIYA

Townhall Events:

Our CEO and all employees meet regularly to discuss company goals, achievements, and current developments.



OUR APPROACH TO CORPORATE SOCIAL RESPONSIBILITY

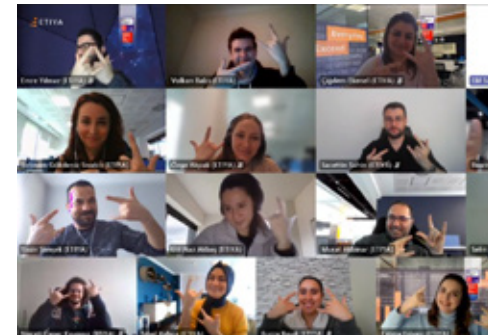
A sense of responsibility to society is a requirement of our values. We carry out social responsibility activities in many areas, such as sustainable living, equal opportunities, children's rights, women's rights, animal rights, education and health.

Through our "A Sapling for Each Candidate" project, we contribute to nature by donating a sapling through the Tema Foundation for every candidate who takes the time to interview with Etiya. Thanks to our candidates, we have so far donated more than 20,000 saplings and we continue to do so.


Together with our volunteer colleagues, we support the software development processes of Ahbap Association. With this project, we want to accelerate Ahbap's digitalization process and support a sustainable future and a better world.


To support women who want to return to the business world after taking a break from their careers, we provide mentoring support through our volunteer female managers as part of our cooperation with YenidenBiz Association. We also mentor female students in their 3rd and 4th year of university and support them in their career and development journey.


Under the leadership of Etiya Social Responsibility Club, we conduct charity activities with the voluntary participation of our colleagues.




OUR HIRING PROCESS

01  Our People and Culture team reviews your resume.

03  **TEMA**
As part of our "A Sapling for Each Candidate" project, saplings will be donated to TEMA on your behalf and you will receive a certificate.

05  Assessment Center, Personality Inventory and/or English Test Application for certain positions.

07  When all processes have been successfully completed, we will make you an offer.

**Our People and Culture team will be in constant contact with the candidates to keep them informed about the process.*

Our recruitment experts invite you for an introductory interview to discuss all the details.

02 

A technical meeting will be held with the managers of the relevant position where you will go through the duties and responsibilities.

04 

We interview your references to learn about your previous experience.

06 

If you accept our offer, you will start your Etiya journey with our comprehensive orientation program!

08 

CLICK TO GET TO KNOW US BETTER

20th Anniversary Event



Office Opening Party



Etiya Academy Program



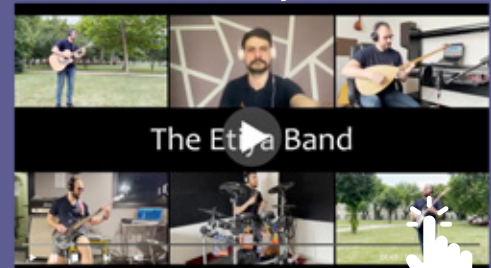
100th Anniversary of the Turkish Republic



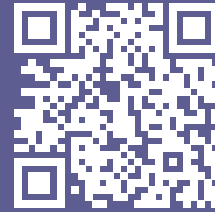
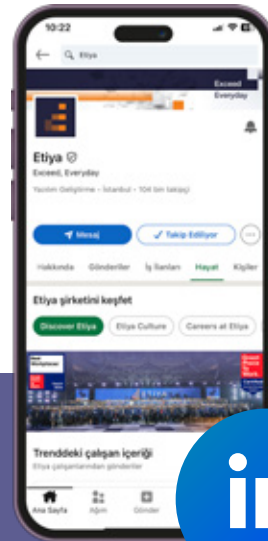
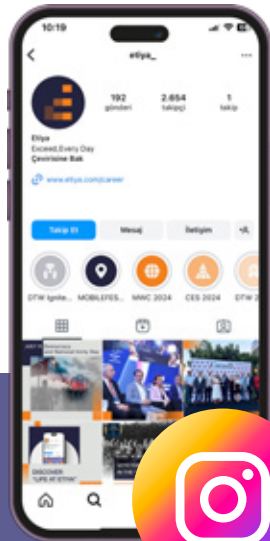
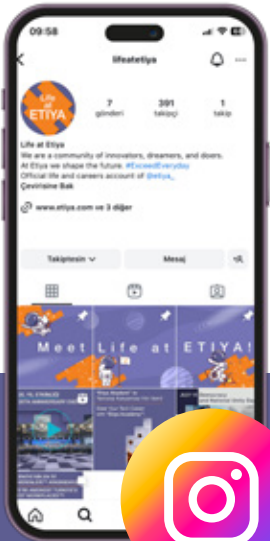
2023 Annual Event



World Music Day



FOLLOW US ON SOCIAL MEDIA



Exceed
Everyday

