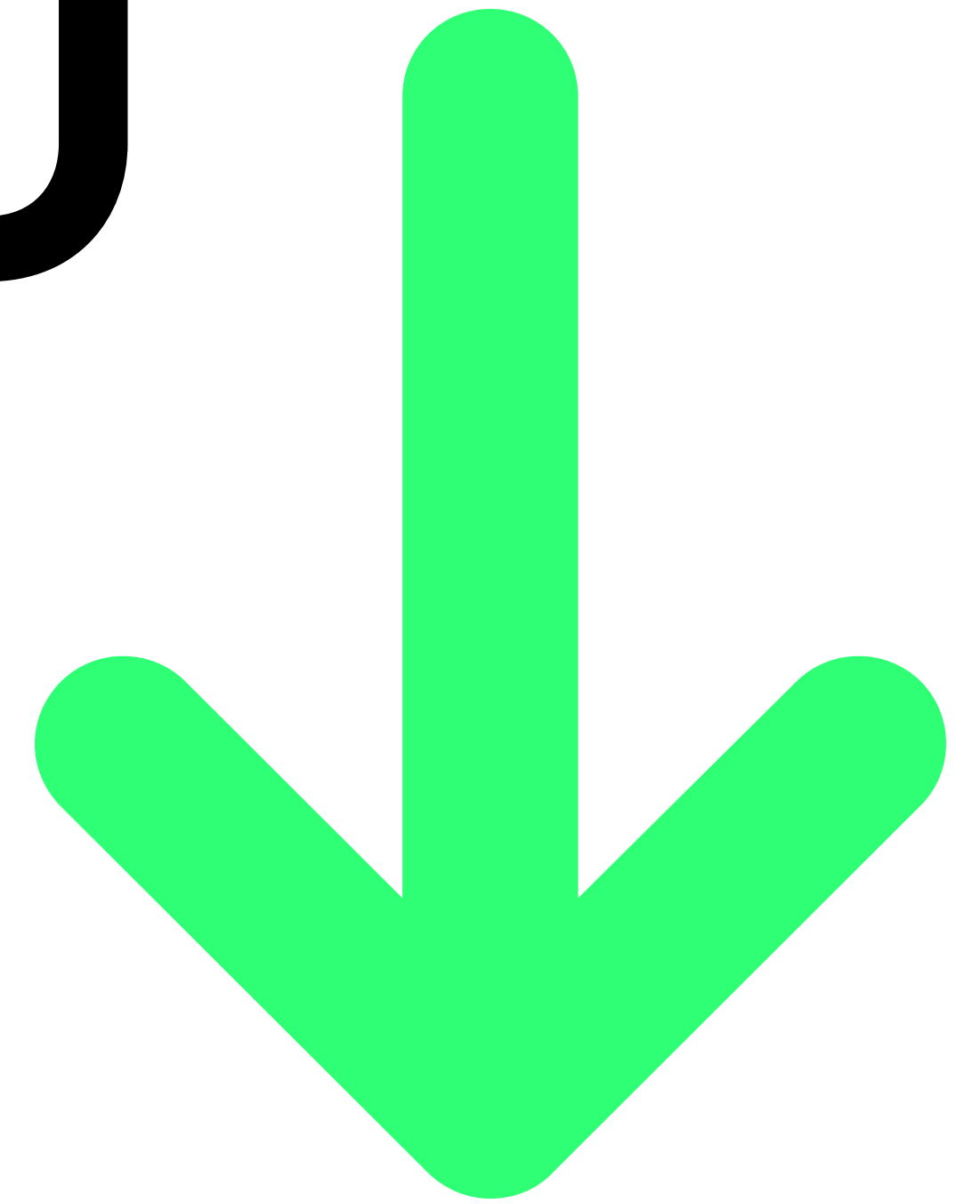




**We build
digital future.**

01

About NEOZO



Efficient Software Development as a full service

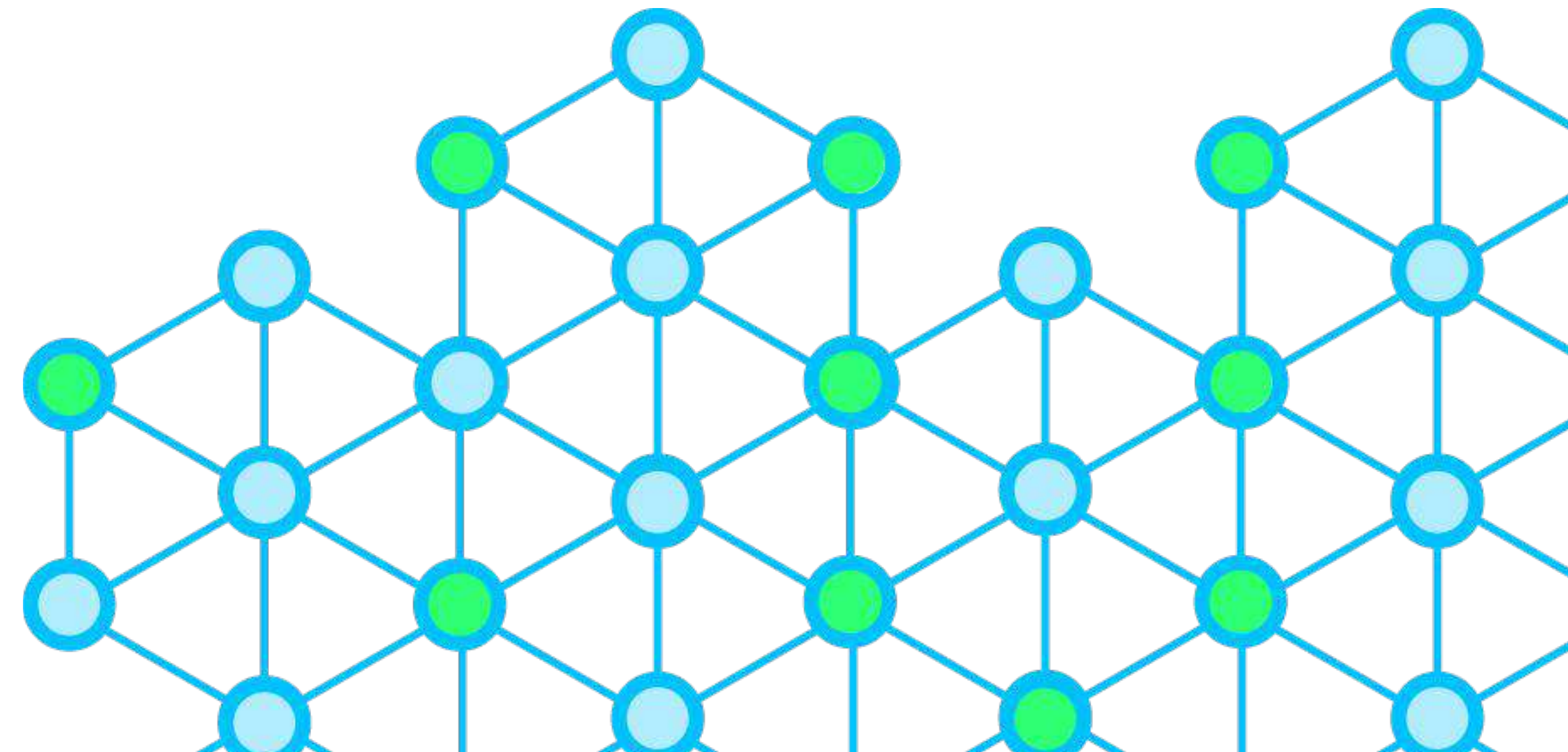
NEOZO is a company that specializes in implementing complex IT systems for businesses. Our tasks are often multifaceted and involve complex processes. That's why we strive to make collaboration with our clients as simple and transparent as possible. We carefully listen to our clients' needs to offer precise solutions, involve them in every development phase, and anticipate future requirements.

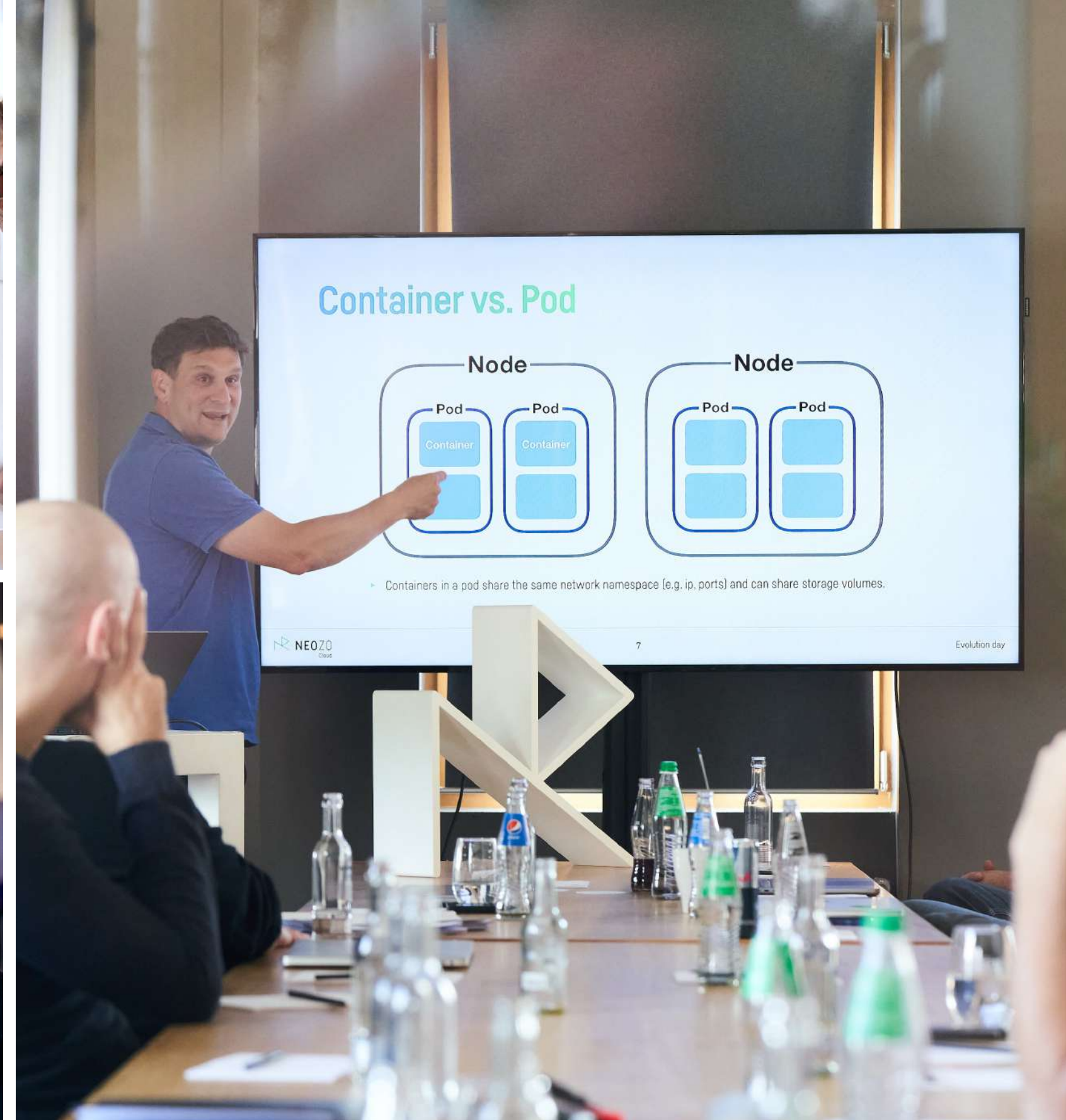
Our guiding principles are centered around our belief that people are more important than processes. We value the courage to think disruptively over pride in past achievements. Respectful collaboration at eye level is more important to us than anything else. We take responsibility for developing and implementing solutions that ensure our clients' success.

"You build it, you run it"

Our services include:

- ▶ Software Development & Architecture
- ▶ Data Engineering & Data Analytics
- ▶ E-commerce Development
- ▶ Cloud-Infrastructure
- ▶ Agile Product-Development



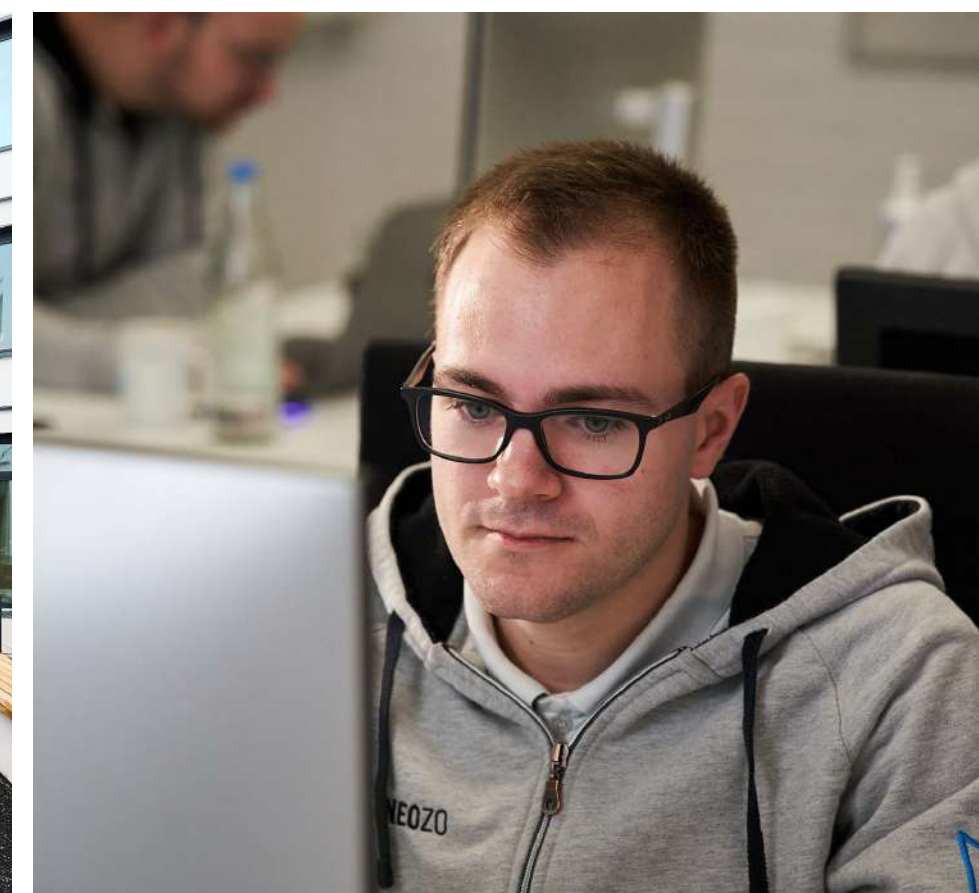
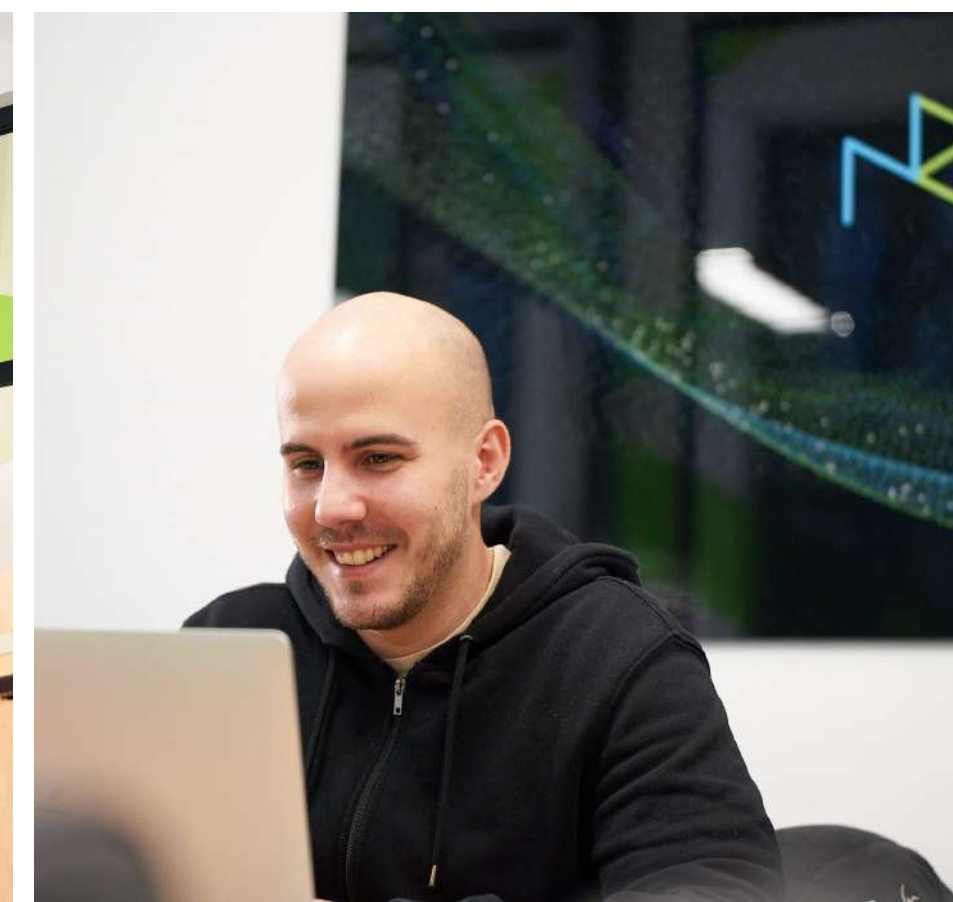


Office in Leverkusen Germany

NEOZO GmbH
Werkstättenstr. 39d
51379 Leverkusen
Germany

Welcome to Leverkusen's Bahnstadt, the charming location of NEOZO's headquarters in Germany. Nestled amidst the University of Leverkusen, small restaurants, and a mix of residential and commercial buildings, our office enjoys a unique blend of academia and city life.

The area's lively atmosphere is complemented by excellent public transportation connectivity, ensuring easy access for clients and team members. Experience the synergy of innovation and convenience in the heart of Bahnstadt as we continue to thrive in this dynamic locale.

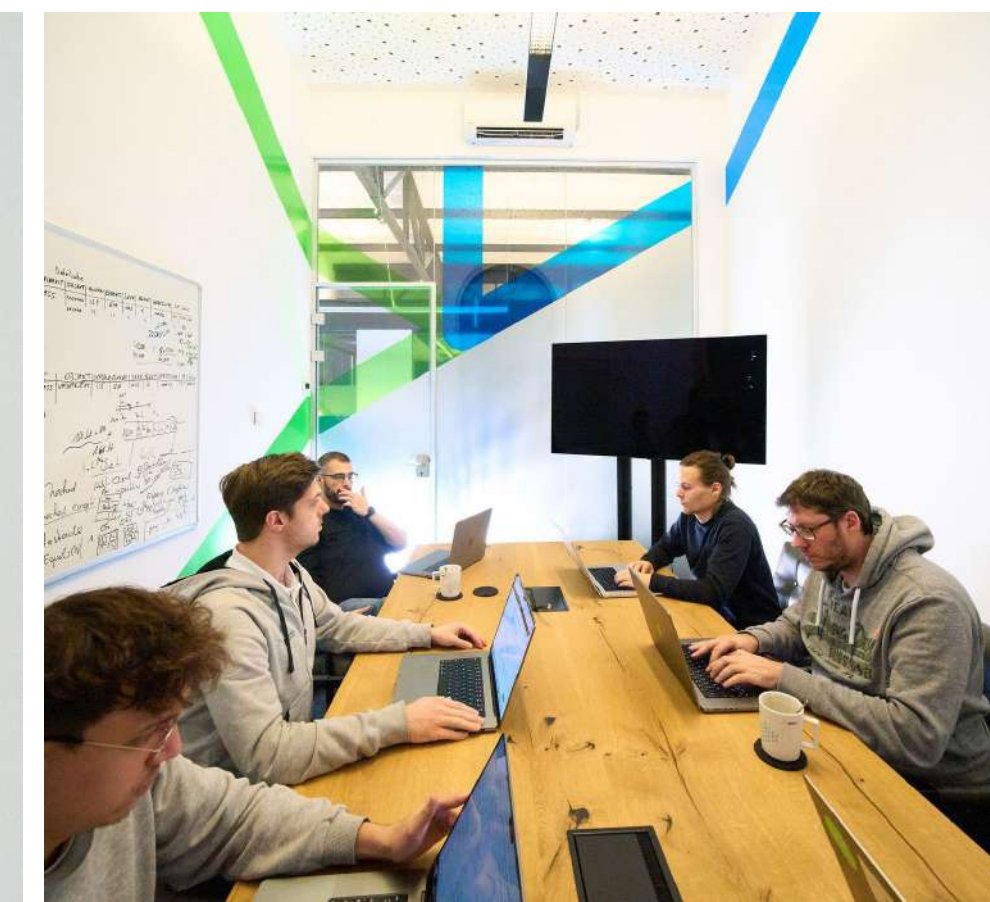
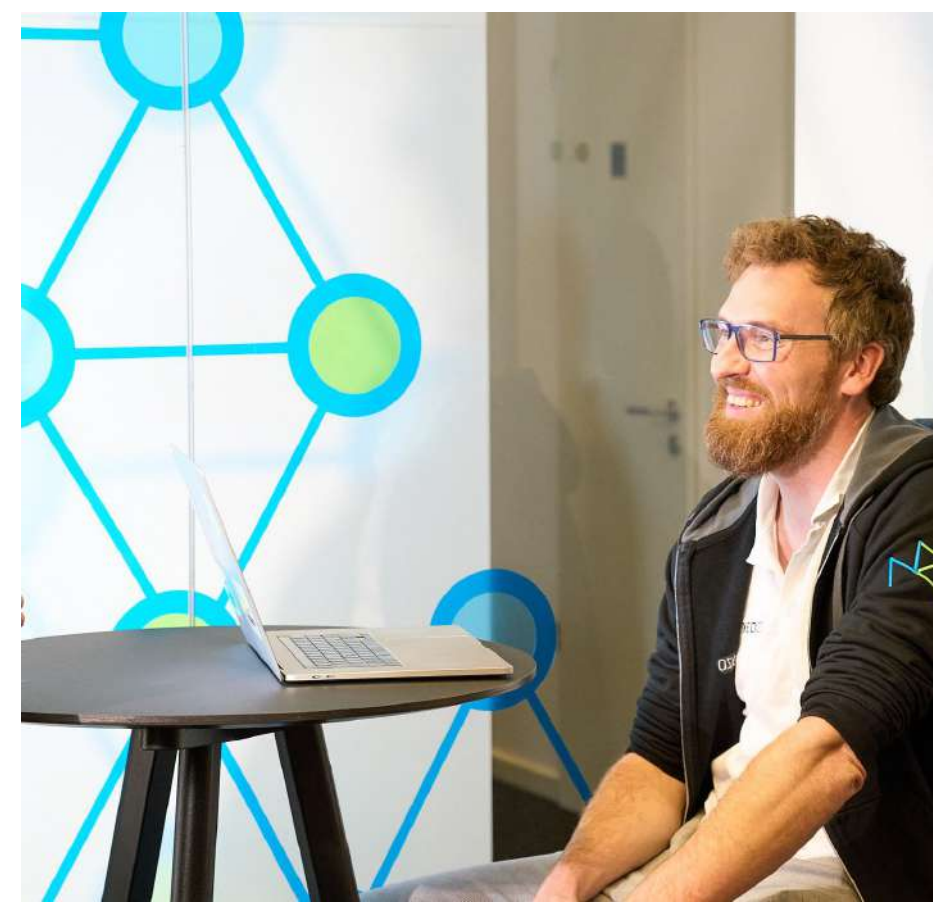


Office in Cologne Germany

NEOZO GmbH
Schanzenstr. 6-20
Building 2.08 – Drahtlager
51063 Cologne
Germany

Discover NEOZO's Cologne office, nestled in the urban redesigned Carlswerk area—an enchanting former factory site. Immerse yourself in the cultural tapestry of Stuntwerk, the Cologne theatre, diverse restaurants, and aromatic coffee roasters.

Enjoy seamless access with excellent public transport connections, making our location a hub of convenience in this dynamic and historic district. Experience the fusion of history and modernity at the heart of Carlswerk, where the past meets innovation in the vibrant city of Cologne.



Office in Münster Germany

NEOZO Cloud GmbH
Bergstraße 75
48143 Münster
Germany

Welcome to NEOZO, where innovation meets charm in our Münster office. Situated in the heart of the picturesque old town, our location boasts the best and most varied weekly market right at our doorstep. Immerse yourself in the artistic ambiance, explore quaint bistros, boutique shops, and admire the local masonry that characterizes the area around our office.

Beyond the cultural richness, our office enjoys excellent connectivity with very convenient access to public transport. This ensures seamless connections for clients, collaborators, and our team members. NEOZO's Münster office provides a perfect blend of a vibrant work environment and the timeless allure of the historic surroundings. Join us in the midst of creativity, culture, and convenience in the charming old town of Münster."



Office in Bangkok Thailand

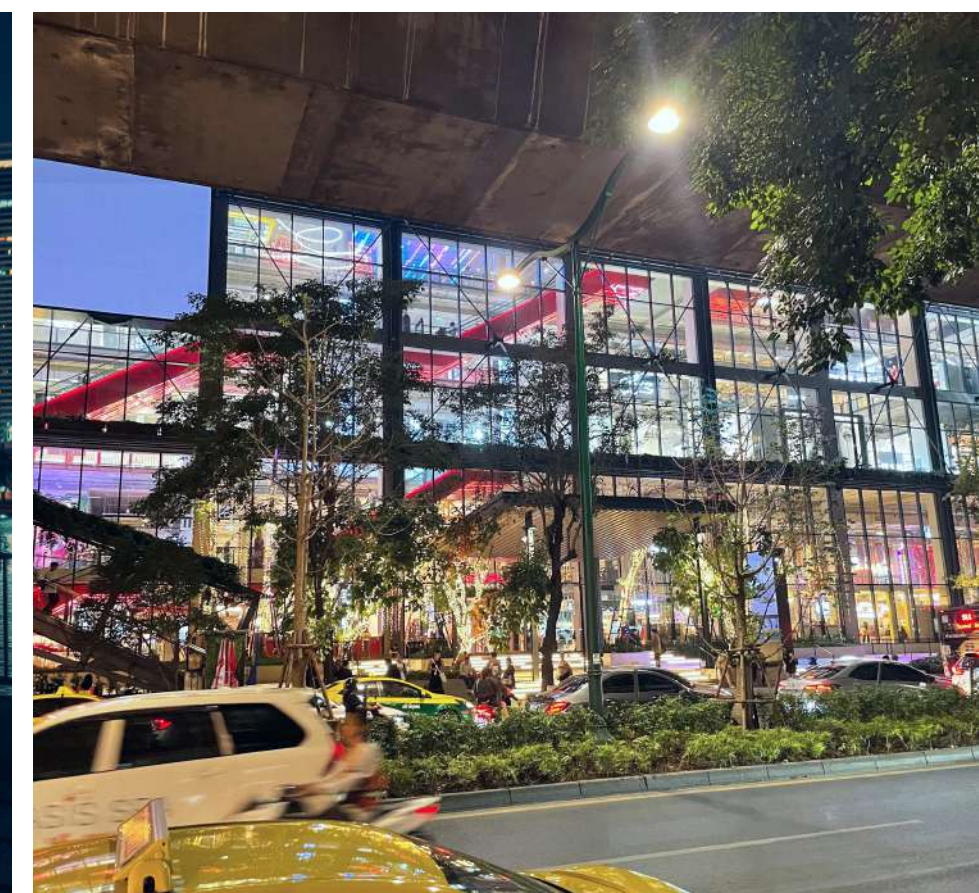
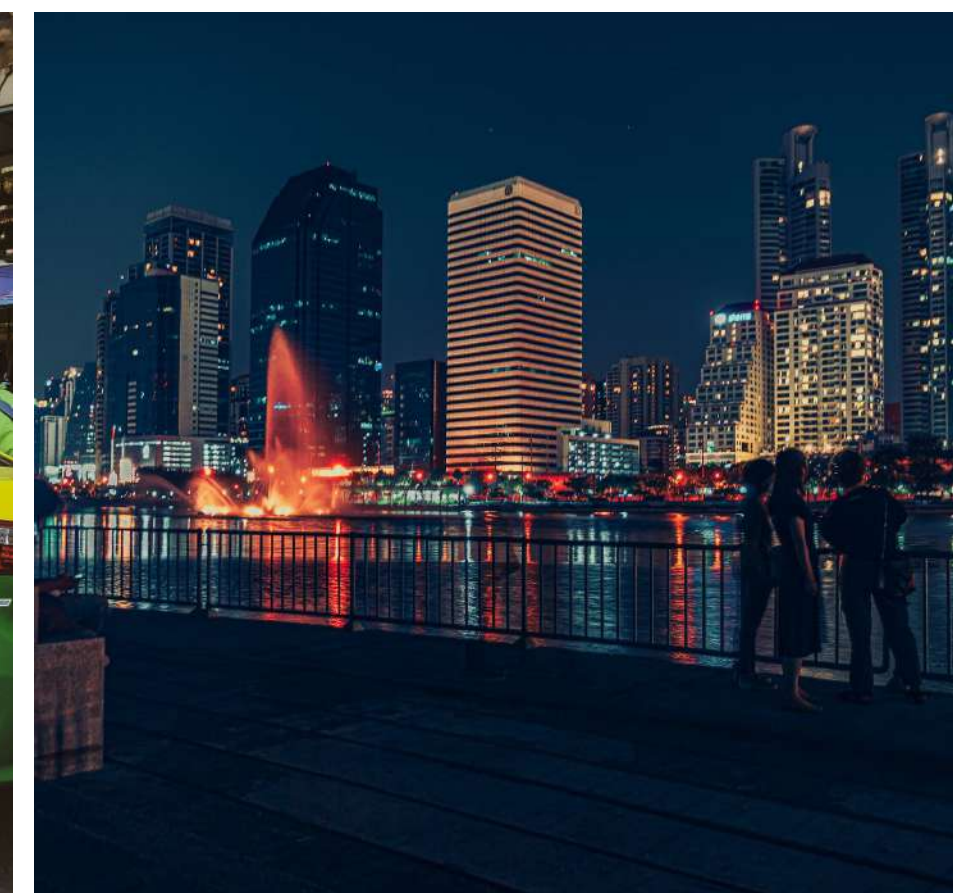
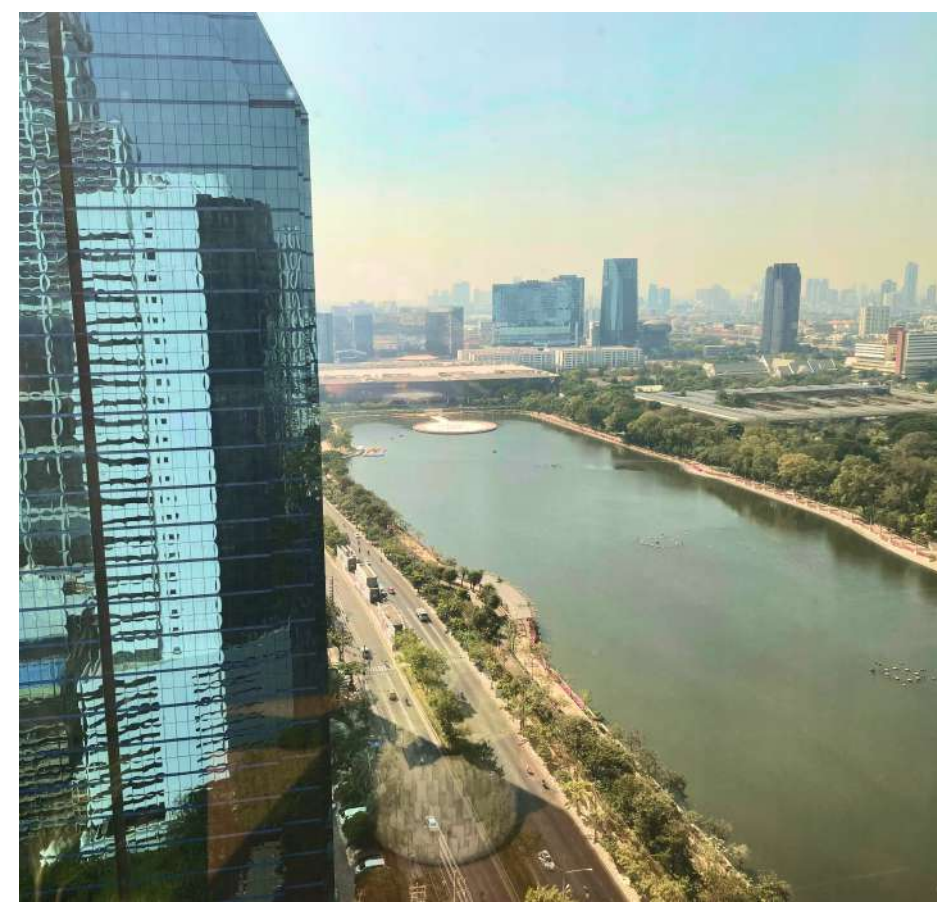
Rhenus Assets & Services Co., Ltd

NEOZO

191/18-21 CTI tower, 27th floor, Ratchadapisek Road, Klongtoey, Bangkok 10110, Thailand

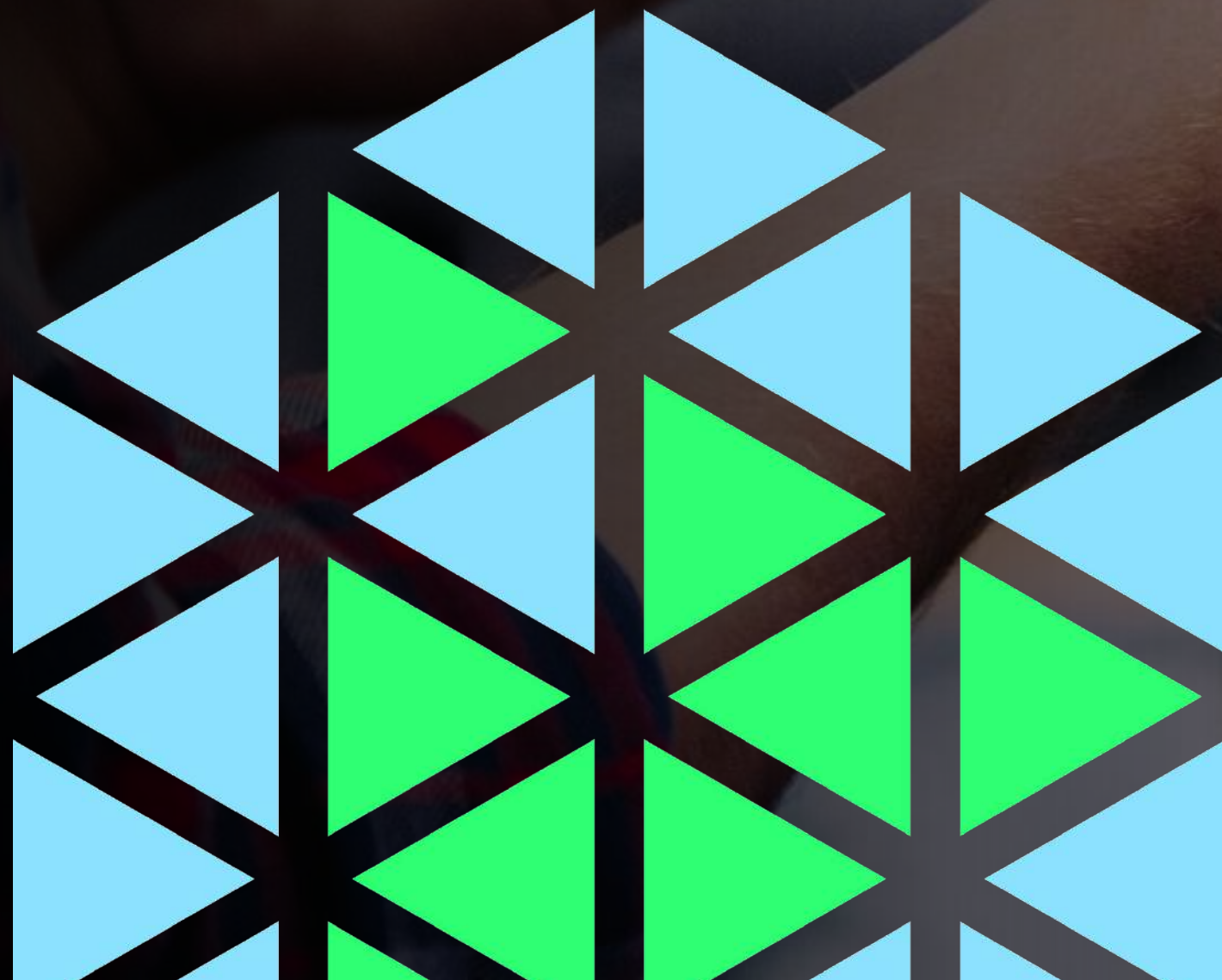
Nestled in the vibrant CTI Tower on Rachadapisek Road, our Bangkok office enjoys a prime location, seamlessly connecting Sukhumvit and Rama IV Road. With the city center just a short distance away, our workspace offers both convenience and energy.

A highlight of our office is the stunning view of Benjakitti Park, providing a refreshing and inspiring backdrop. Moreover, we are strategically close to key public transportation hubs, including the BTS Sukhumvit Line/Asok Station and the MRT Blue Line/Sukhumvit Station.



Our Identity

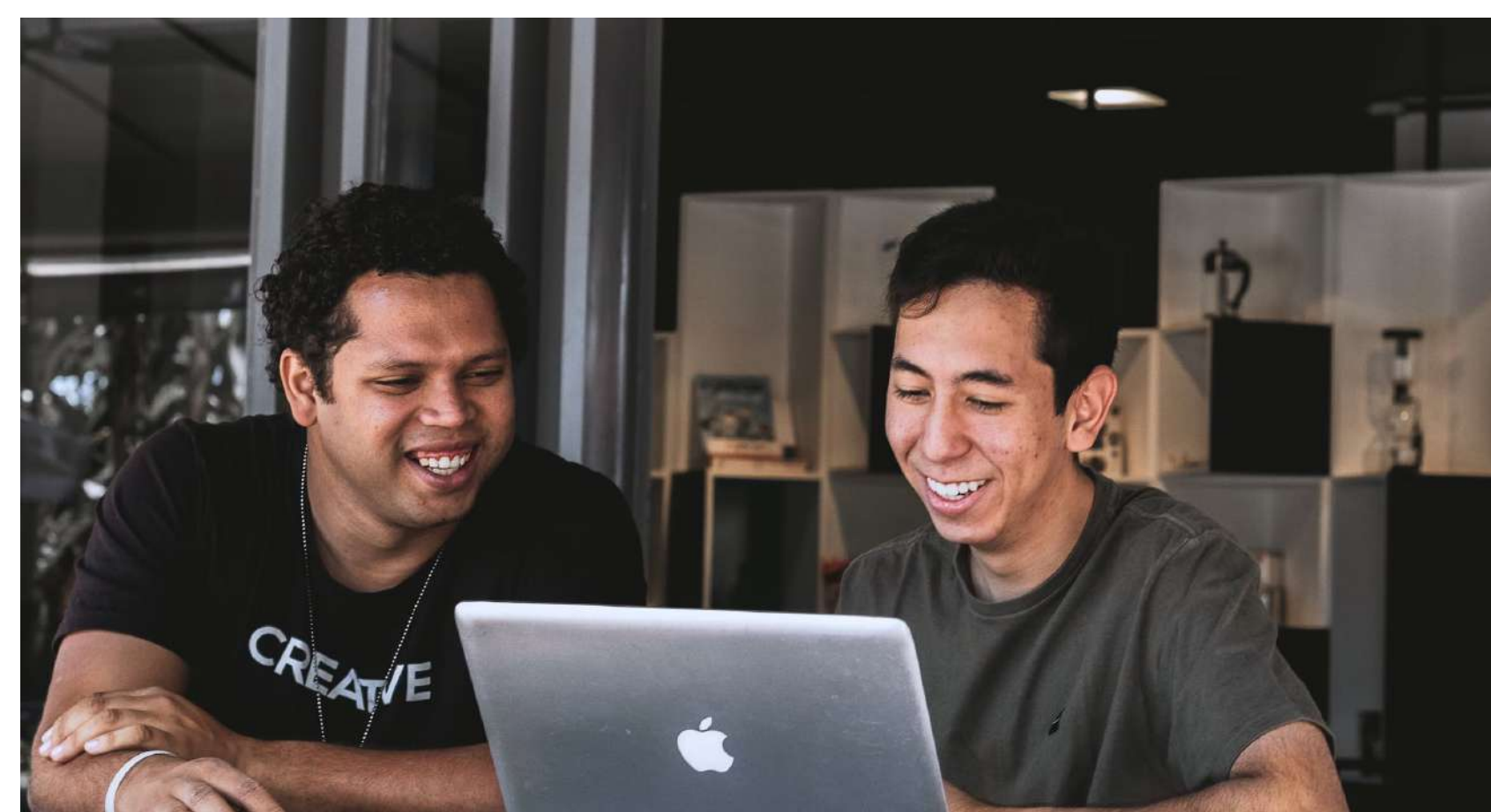
We are a team of individuals who develop software systems to solve complex tasks and problems. Our guiding principles are simple: prioritizing people over processes and valuing the ability to be adaptable rather than following a strict plan.



Open-Culture

At NEOZO, we take pride in fostering an open culture that transcends borders. With three locations in Germany and a vibrant presence in Bangkok, Thailand, our commitment to diversity and a global orientation is integral to our identity.

We believe that innovation thrives in an environment where diverse perspectives converge. Our international team brings together a rich tapestry of backgrounds, experiences, and talents, creating a dynamic synergy that propels us forward. Embracing a global mindset allows us to navigate the complexities of the tech and consulting landscape with agility and creativity.

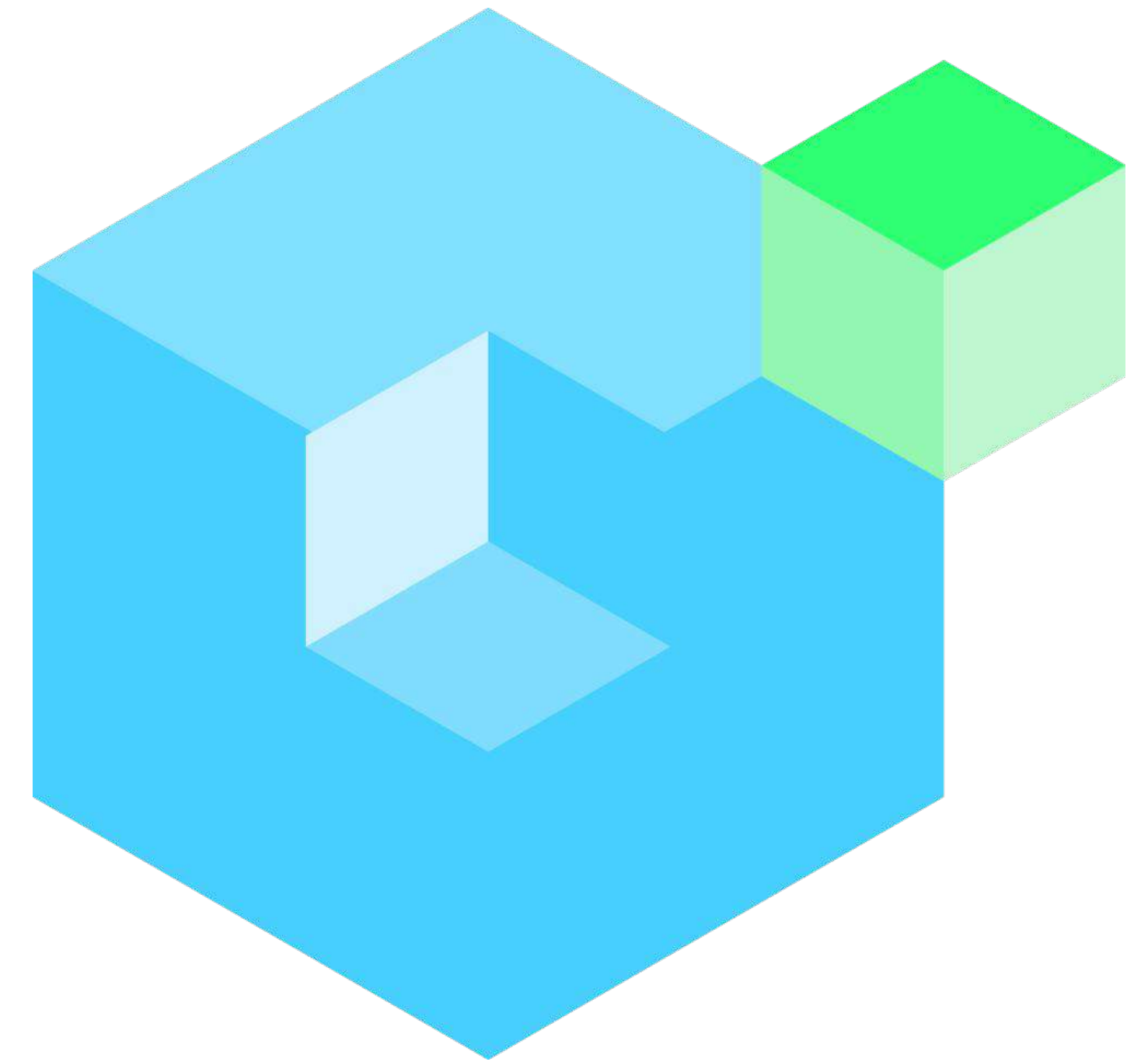


NEOZO Cloud – Our specialist in Cloud-Computing

We specialize in developing and managing a wide range of applications and backend services, both self-developed and enterprise-level. For each project, we carefully select the most suitable open source software products, such as Kubernetes, Kafka, GitLab, Postgres, or Elastic Search. Our focus is on automation, portability, and avoiding vendor-lock-ins. We are dedicated to developing robust architectures that meet the specific needs of our clients.

Our services include the design of microservice architectures with service meshes, which can span across multiple cloud environments. We also track and visualize system performance metrics such as latency, throughput, error rate, and saturation.

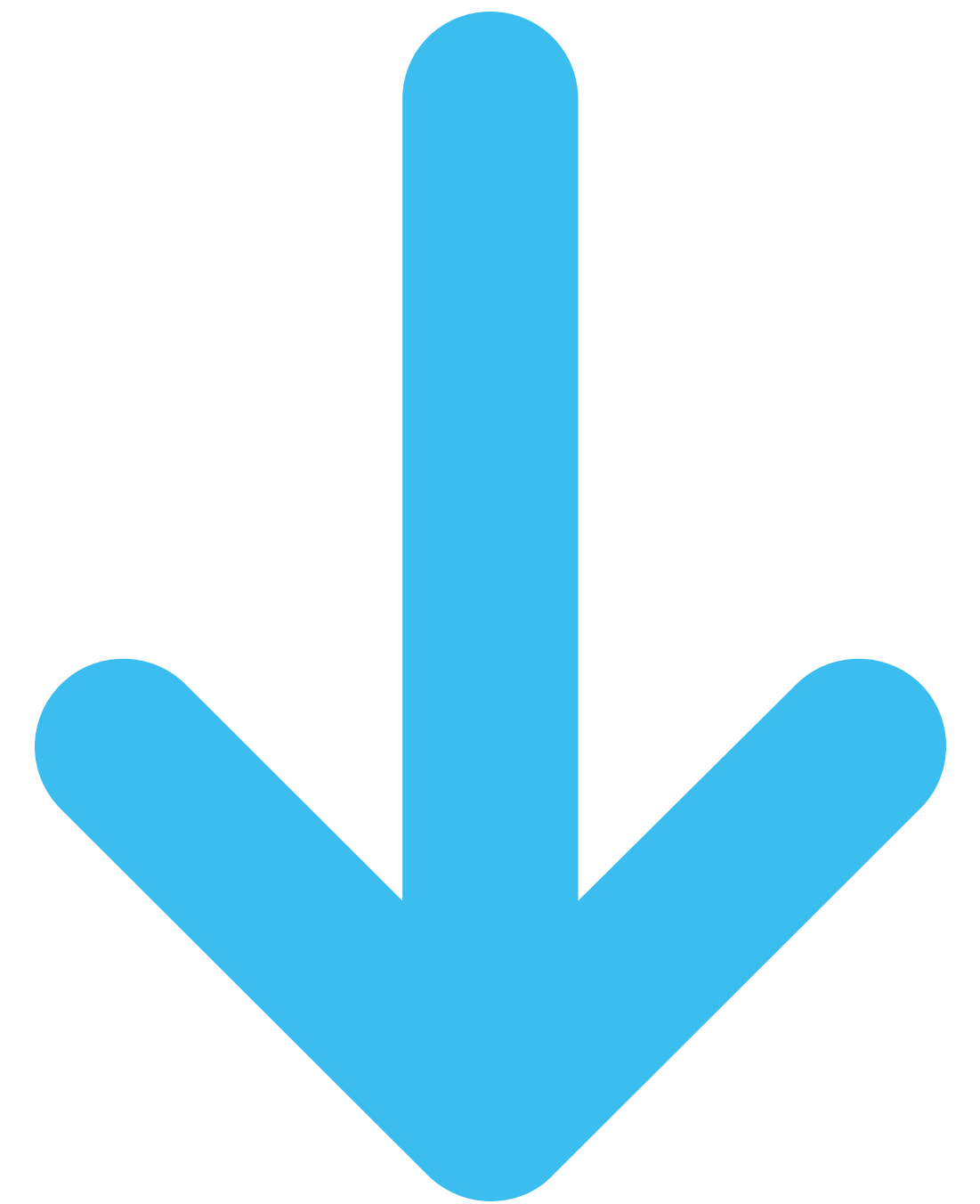
Furthermore, we evaluate legacy systems to determine if they can be transformed into cloud-native applications, and we review operating environments to identify opportunities for cost optimization. We also explore potential infrastructure-as-code strategies using Git, Ansible, or Terraform to help our clients achieve their goals.



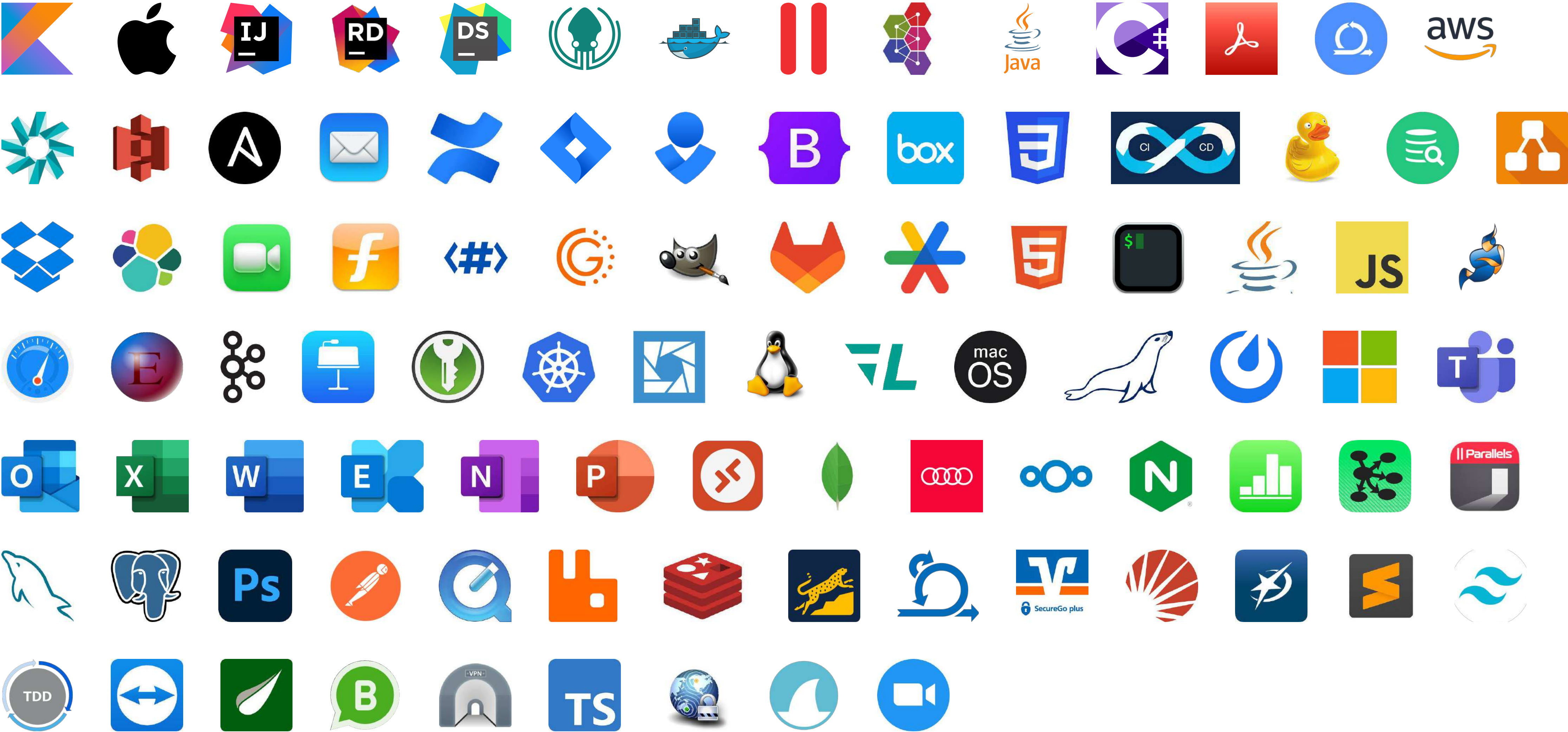
02

Job

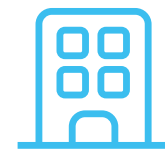
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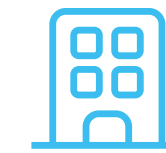
Technologies & Tools we work with



Java/Kotlin Engineer



5 days on-site



Travels to our offices in Germany

Must haves

- Strong knowledge of the Java/Kotlin ecosystem
- Experience with Spring/Springboot
- Familiarity with web development

Advanced topics

- Microservices / self-contained systems
- self-healing / zero-downtime / circuit breaker
- performance tuning and profiling

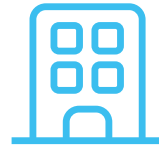
Nice to have

- Experience with Kafka, RabbitMQ, and/or ActiveMQ
- Knowledge of Redis, MongoDB, RocksDB, MySQL/MariaDB/Galera, and/or S3
- Familiarity with Elasticsearch, Solr, and/or Lucene
- Skills in HTML, CSS, JS/TypeScript, Bootstrap/Tailwind, Freemarker, and/or Thymeleaf
- Experience with Kubernetes, ArgoCD, Ansible, CI/CD, NGINX, AWS, and/or Unix
- Familiarity with Scrum, Agile Software Development, and TDD.

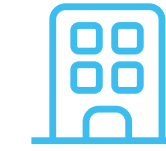
Editorial

- Conference & community presentations
- Articles for trade magazines & blogs
- Podcasts

DevOps/Cloud Engineer



5 days on-site



Travels to our offices in Germany

Must haves

- Experience with at least one public cloud [AWS, GCP, Azure]
- Strong emphasis on IaC and automation as well as familiarity with the corresponding tools [terraform, ansible, git]
- Experience with Kubernetes and its tooling ecosystem [Lens, kubectl, Helm, Kustomize]
- Familiarity with at least one programming language [e.g. Python, Go, Java]
- Solid English skills sufficient for effortless day-to-day communication in a multinational team

Advanced concepts

- Stability patterns and their role in creating resilient, highly available infrastructure
- Securing cloud environments with OIDC and MFA
- Multi-account strategies and the corresponding networking as well as advanced IAM in a public cloud

Nice to have

- CI/CD pipelines [Gitlab CI/CD, Github Actions]
- Administration of [no]SQL-databases
- Monitoring & Logging visualization tools [Grafana, Kibana] as well as corresponding collection agents and databases [Logstash, Telegraf, Elasticsearch, Prometheus, InfluxDB, VictoriaMetrics etc]
- NGINX configuration

Editorial

- Conference & community presentations
- Articles for trade magazines & blogs
- Podcasts

Benefits

Further education & training

+ Online courses or further education upon agreement

+ Mentoring/buddy program on request

+ Publication of articles and presentations

+ Participation in the NEOZO podcast

+ Free order of literature

Benefits

+ Free drinks & coffee

Bonus payments for various topics: e.g. blog articles,
+ external presentations, participation in podcasts,
employee referrals

+ Apple hardware / noise-canceling headphones / other
devices you need

Events & Activities

+ Attendance at fairs upon agreement

+ Regular company events: NEOZO Evolution Day, Social
Day, monthly Tech-Talks



Employee Voices

Agility and flexibility of a small company with financial security through long-standing, internationally operating major clients

Competent technicians as bosses, no managers

Approachable bosses

Broad field of activities without rigid boundaries, insight into various areas

Part of the team and environment with a high willingness and many opportunities for further development

Respectful and appreciative environment where employees are recognized

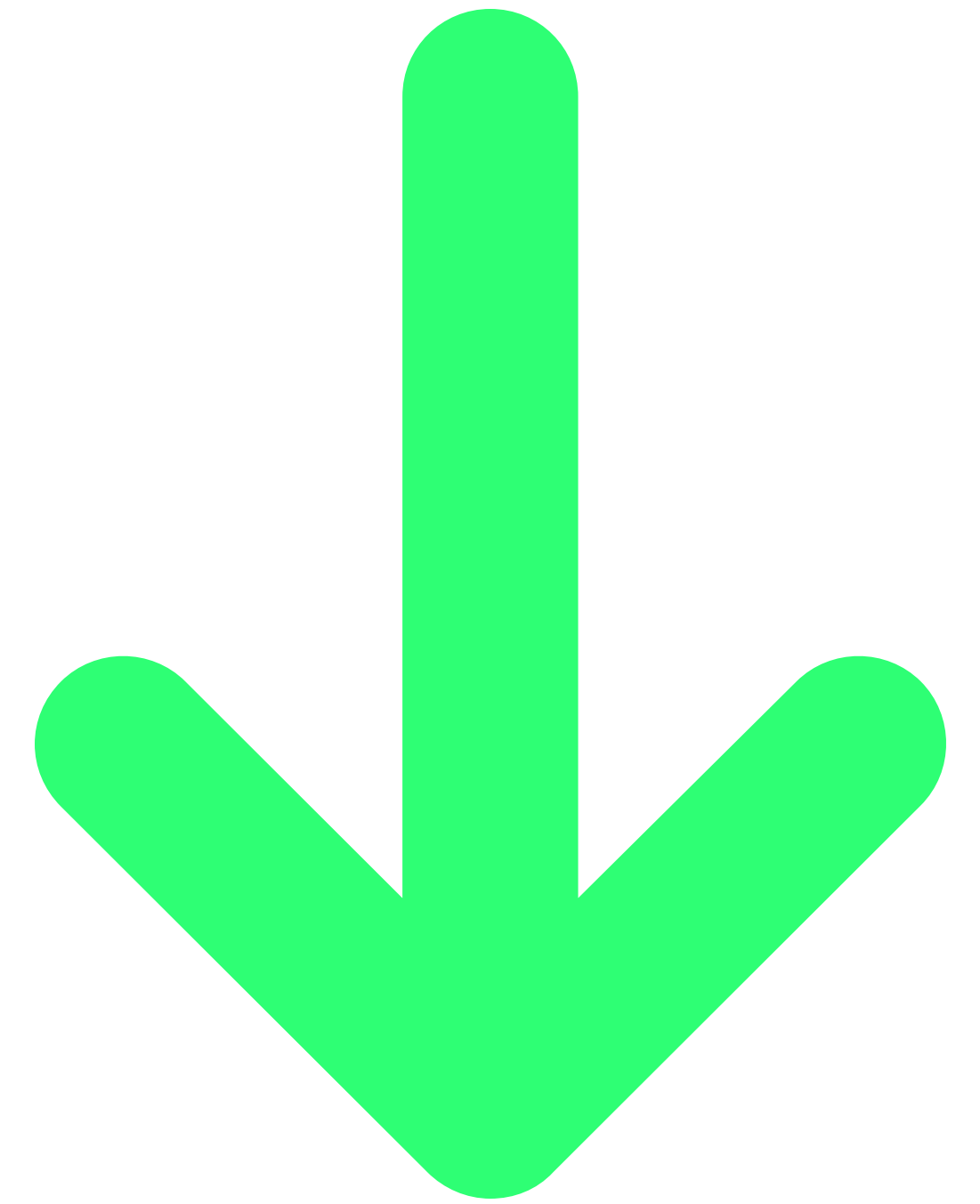
Problem-solving-oriented behavior in every respect

Always competent colleagues in the project

Knowledge is shared, and everyone helps each other, with the average expertise of individuals significantly higher than in other companies

03

Application process



1.

Introduction

We would like to introduce you to NEOZO and get to know you better. Our aim is to find out if our ideas and values align and if we are a good fit for each other. During this process, you are free to ask any questions you have, and we will also ask you several questions. The initial introduction will be conducted remotely, and all we require from you is a resume, although additional documents are optional. The entire process should take approximately 1.5 hours.

2.

Technical Interview & Contract Details

During the technical interview, we will explore the depth of your knowledge. You don't need to know everything, but we aim to understand whether you are passionate about the same questions and whether you approach projects with curiosity, focusing on understanding or implementation. We also allocate time to discuss any further questions that you may have. Additionally, we will discuss whether your salary expectations and desired benefits align with our range.

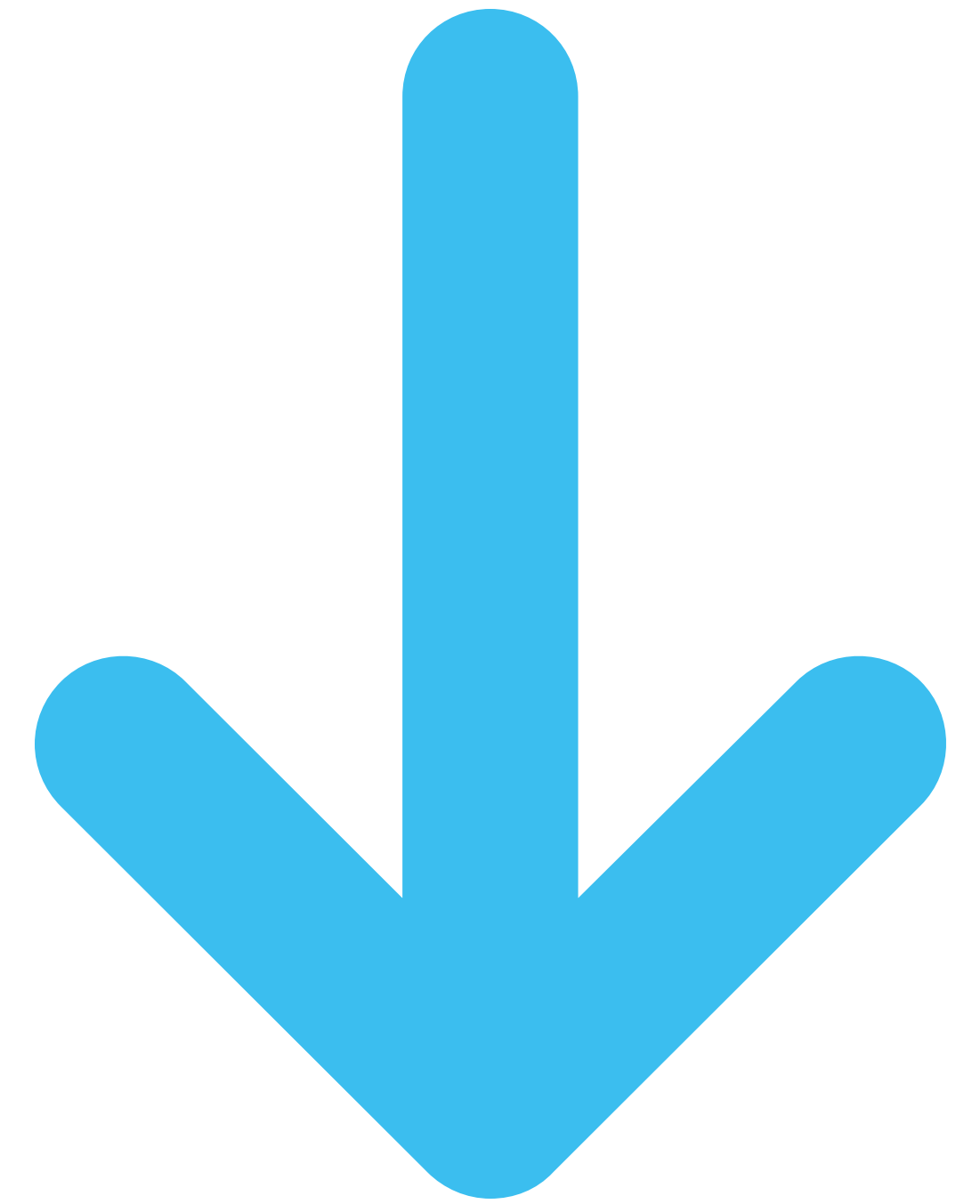
3.

Offer

If we both agree, you will receive an email with our offer and a sample contract. We look forward to hearing from you!

04

Your Entry at NEOZO



Before Entry

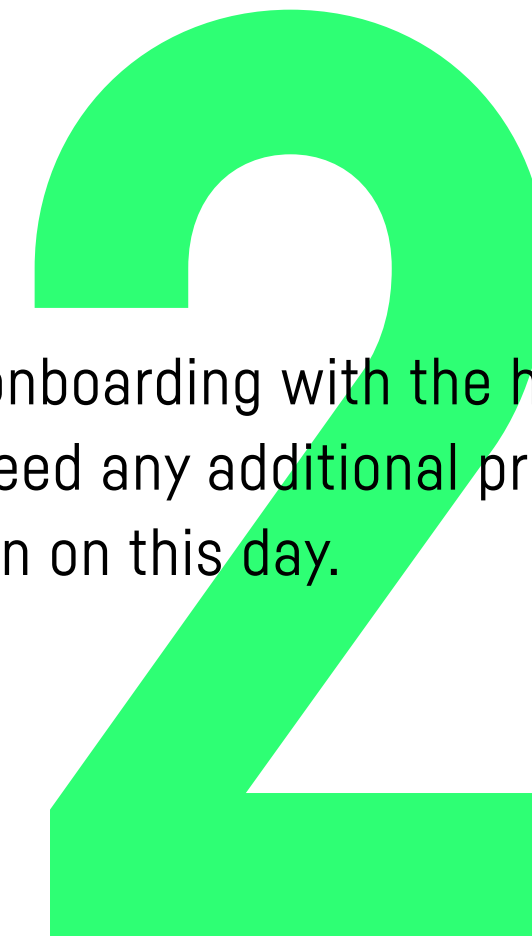
We aim to inform you about the project you will be working on and the technologies you will be using as early as possible so that you can prepare in advance. If you like, you can also obtain your laptop in advance.

Day

A large, bold, green number '1' that serves as a background for the text of Day 1.

We will help you set up your laptop, provide access to the company's internal communication platform and your email, and introduce you to your colleagues from the project team. You will also be assigned a buddy who will help you with any questions you may have.

Day

A large, bold, green number '2' that serves as a background for the text of Day 2.

You will undergo your project onboarding with the help of your buddy or colleagues from the project team. If you need any additional preparation or training before starting the project, it will begin on this day.

Contact

Get started with NEOZO

If you're interested in learning more about NEOZO and the job opportunity, please feel free to contact us via email, phone, or WhatsApp Business. We'll then schedule a time for a phone call, Zoom or Teams meeting. Alternatively, you can also apply directly by sending your documents to hello@neozo.de.

E-mail: hello@neozo.de

Web: www.neozo.de

Whatsapp

