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...working here gives me the freedom
to grow in the direction of my choice

Filip Chyla, Xebia Security

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Xebia





Journey of

Filip Chyla

I joined Xebia in March 2021, but various conferences, webinars, and other (online) events made me familiar with the company way before that.

The past year has taught us how resilient, creative, resourceful, and determined we Xebians are! An excellent example of this is how we never stopped giving our clients our all and continued to grow by adding new talent to our team. In a time of uncertainty, we were sure of one thing: we will do everything to be and remain an authority, especially now! Filip Chyla shares his experience as a "Corona new hire."

In 2020, Laika Ouamous asked me if I was interested in having a chat about my opportunities at Xebia. With 2020 being quite the year, both globally and personally, the whole process took longer than usual. Still, Xebia was accommodating, patient, and understanding.



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During the first conversations, people mentioned Xebia's guiding principles: People First, Sharing Knowledge, Quality Without Compromise, and Customer Intimacy.

The consistency with which those principles were named throughout the entire recruitment process made it clear that Xebia has a direction and a vision. I could feel that the team is very supportive of these principles and the company.

After the chats, I was given an exciting assessment tailored to my unique skill set. The prevailing motto at Xebia is to be an authority and, that's what this set out to test.

Before leaving the office, I had already received an outcome and great feedback regarding the assessment.

The last thing to do was a chat with Andrew de la Haije, CEO of Xebia. Unfortunately, due to the prevailing situation in 2020, we could not meet in person.

However, Andrew emphasized the previously mentioned principles and guidelines during our video call. I could see that he stands firmly behind them.

After handling all the formalities, my startdate arrived, and I joined the Xebia Security Unit. On my first day, I participated in an introductory escape-room. While having fun, the two-day bootcamp helped us get to know our colleagues and the most common processes.

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Despite the restrictions, "People First" was evident in all onboarding events. Although they were all online, I didn't experience any issues. Instead, everyone was accommodating and did their very best to make us new hires feel at home.

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Over the past three months, I participated in multiple inspiring projects that align with my skills and help me improve and grow by challenging me. Learning and self-improvement are important to me. Working here and selecting my own assignments gives me the freedom to develop in the direction of my choice.

Every second Tuesday of the month, Xebia Knowledge Exchange (XKE) occurs during working hours. A mini-conference, where Xebians are encouraged to share their knowledge by giving a presentation or workshop. Attendance is mandatory for all 200 Xebians in the Netherlands. Usually, XKE takes place at the office, with a bite to eat and a drink, but for now, it is online. It's an excellent opportunity to get to know your colleagues and learn cool things from each other.

I am having a great time at Xebia. I look forward to the new challenges of coming and growing together with the Xebia Security unit and becoming an authority. But, I would also love for more authorities with the same mindset as Xebia to join this great company.

Will you **be my new colleague?**

[Link in Copy](#)

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