

**UpGate**

**Unlock your  
potential**

Join us



# UpGate is a world-class payment orchestration platform

Our mission is to simplify payments and make it easier for merchants to reach global customers. We use the latest technologies to help merchants achieve better conversions and global user monetisation.

**50M+**

Transaction volume

**5M+**

Sales count

**24**

Payment methods

# What we do

We create easy-to-use tools for accepting payments and working with data.

The screenshot displays the UpGate dashboard interface. On the left is a sidebar menu with the following items: Dashboard, Payments, Payment Operations, Merchant Settings, and Reports. The Reports section is expanded, showing sub-items: Decline Report and Approval Rates Report. The main content area is titled 'Sales Report' and features a date range filter set to 2023. Below the filter is a table with the following data:

Country	Date	Sales Count	Sales Amount	Refund Count	Refund Am
Austria	2023	959	35,920.41	15	427,85
Belgium	2023	959	35,920.41	15	427,85
Bulgaria	2023	959	35,920.41	15	427,85
Cyprus	2023	959	35,920.41	15	427,85
Czechia	2023	959	35,920.41	15	427,85
Germany	2023	959	35,920.41	15	427,85
Denmark	2023	959	35,920.41	15	427,85
Estonia	2023	959	35,920.41	15	427,85
Spain	2023	959	35,920.41	15	427,85
Finland	2023	959	35,920.41	15	427,85
France	2023	959	35,920.41	15	427,85
Greece	2023	959	35,920.41	15	427,85
Croatia	2023	959	35,920.41	15	427,85
Hungary	2023	959	35,920.41	15	427,85
<b>Total</b>	<b>30,792</b>	<b>1,084,284.35</b>	<b>333</b>	<b>11,092.67</b>	

The screenshot shows a subscription payment form. At the top, it says 'Subscription' with a price of '\$19.99/month. Cancel anytime.' Below this, the total amount '\$ 19.99' is displayed. A row of payment logos is shown, including VISA, Mastercard, AMEX, DISCOVER, JCB, and others. The form includes input fields for 'Name on Card' (with the example 'Ex. John Smith'), 'Card Number' (with the example '0000 0000 0000 0000'), 'Expiration Date' (with the format 'MM / YY'), and 'Security Code' (with the format 'CVC'). A 'Submit' button is located at the bottom of the form.

# Interview stages

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graph LR; S1[Stage 1: HR Interview] --- S2[Stage 2: Technical Interview]; S2 --- S3[Stage 3: Test Task]; S3 --- S4[Stage 4: Final Interview];
```

## #1 HR INTERVIEW

HR will provide you with further information about the company, the position, and important administrative details. They will ask about your experience and background. Additionally, you are welcome to shoot any questions you may have.

## #3 TEST TASK

The engineering team will pose questions to assess your technical expertise, professional background, problem-solving abilities, and experiences with professional challenges. You are encouraged to inquire about technical subjects, tools, and any other topics relevant to your role.

## #2 TECHNICAL INTERVIEW

For certain open positions within the company, we have a test assignment or live coding that typically takes between 2 to 4 hours to complete for test task and 1.5 hours for live coding.

## #4 FINAL INTERVIEW

The final interview with the Project Manager, Product Manager, and Team Leader. At this stage, we want to ensure that you're a good fit for our team's culture and vibe.

# Technology stack

Java/Kotlin

Kafka

Allure

RedShift

Postman

Redis

MySQL

Camunda



# Benefits. What we provide



## ANNUAL BONUS

At the end of each year, we pay a bonus of up to one salary, depending on the employee's personal performance.



## REGULAR PAYROLL REVIEWS

We have 2 performance reviews a year, in June and December, after you pass the probation period.



## FLEXIBLE BENEFITS (UP TO 500€ PER YEAR)

- Health Insurance
- Gym Coverage
- Home/Office Improvement
- Internet Coverage
- Mobile Plan



## KUDOS

It's an internal award system to recognize and appreciate colleagues for going above and beyond their duties. It's a way to earn points, which you can exchange for real-life rewards



## LEARNING & DEVELOPMENT

Internal mentorship program. Training system and compensation for individual training courses or conferences of your choice.



## WORK-LIFE BALANCE

Work-life balance is an important value at our company, and we strive to ensure our employees have the time and flexibility to enjoy their personal lives fully.



## GROWTH & CHALLENGES

Work with state-of-the-art technologies of the entertainment industry and impact the final product.



## MINDFULNESS

You can invest in your personal growth and let mindfulness be your key to a more conscious, productive, and fulfilling life. We cover 50% of consultation costs!

# Value



## PASSION

Build things we would use ourselves. Look from the perspective of the user with pleasure and empathy



## DEDICATION

Maximize the positive impact of our user experience. Overcome the fear of breaking "best practices" other companies use.



## TALENT

Project collective impact through small effective teams. Achieve world-class skillset with people eager to grow, dream big, and drive change.



## EXCELLENCE

Deliver at a fast pace with every detail accounted for. Set high standards to stretch the boundaries of what we perceive as possible.



## INTEGRITY

Be always clear and honest with the user. Optimize with a long-term view, even at the expense of short-term success.



## CONNECTION

Dive into challenges with teammates hungry for impact. Fulfill potential in a company that brings together time zones, countries, and cultures

Website

Linkedin

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