



IntexSoft: The Company Summary

Presentation
2008/01/24





Who are we?

IntexSoft (Intellectual Export Software) is dynamic software development company offering high quality but cost-effective software products to small and middle-sized businesses. We provide our services across a range of industry and technology segments for Enterprises and Independent Software Vendors worldwide.

At IntexSoft we started energetic about seven years ago and built things from the ground up. Founded in 1999, our development centre is located in Grodno, Belarus - historically the most technically advanced region in the former USSR. As a result, we have in this country well developed scientific background and human resources for robust programming work.

IntexSoft is represented in Canada and Germany now and has about 6 years' total experience in offshore software development. Positioned as complete software services organization, IntexSoft lays a strong thrust on quality standards and proven software processes.

- Our competitive pricing (lesser overheads),
- proven track record since Inception,
- a state-of-the-art infrastructure,
- deep-rooted commitment to exceeding customer expectations
- and highly motivated workforce,

all these in close connection with quality assurance, gives us the competitive edge to provide comprehensive software in the outsourcing market. Besides other advantages offered by IntexSoft, a prior factor behind our successful growth has been our willingness and capability to provide innovative delivery models. The least but not the last to state is that IntexSoft has been a consistently profit-making company since its Inception.

Why we?

IntexSoft goal is to continue building our reputation to the point of its core competency in global IT sector. In fact we are doing cutting edge job and consider our reputation as the most significant sign of reliability.

The business relationship between our customers & us, as the service provider, is increasingly that of a partnership rather than that of customer and vendor. We look forward to having a long and fruitful relationship and single out partnership quality as a key predictor of outsourcing success. Surely the cost savings in these outsourcing relations are a welcome bonus in these tight times. We have always been sensitive to the special demands associated with IT outsourcing and are constantly looking for creative ways and convenience to deliver our software services with high degree of time and cost predictability.

We work together with our clients to maximize value to them and their customers.



Our teamwork

Our statement is:

Experienced experts are a foundation and a capital for success in IT industry. Relationships between them merge their knowledge into the power. Well-organized process achieves success from that power. Properly chosen and effectively used management tools decrease coordination efforts and allow concentrating on the result – the product itself.

The team

At the moment our team consists of more than 30 developers and tends to grow up. Each of us has a broad experience in different projects, using many programming and script languages. A lot of popular and acknowledged techniques as well as world proven methodologies guide us in project implementation.

Much attention is paid in IntexSoft to a good tradition of communications inside the team and of personal motivation. We have 2 requirements to the people who are hired by us: they should be talented IT experts and they should be good team players. We declare – work, initiative and help to each other get paid. That's why

- we are not simply a set of developers but a strong team with interchangeable specialists.
- we DO NOT have staff rotation – scourge of outsourcing companies. There was NOBODY who has left our company since the beginning.

The team is driven by our leaders:

The headman:

- 10 years experience of software development
- 7 years experience in project management
- 8 years experience in team leading
- Certified by Carnegie Mellon University in course "Leadership and teamwork in IT industry"
- Certified by [IPM business school](#) in course "URBAN TIME" (effective time management)
- Certified by [IPM business school](#) in course "Development of motivation system for employees"
- Teacher on the staff of Grodno State University, the faculty of Programming and IT

Group leaders:

- At least 8 years experience of software development
- Experts in several areas of programming techniques
- Possessing leader and organizational skills



It's important for our international business that all our software developers speak English. Therefore we regularly organize trainings for improving their English skills and controlling their level of communicability.

The process and tools

We effectively combine 2 ways of internal development process organization:

- informal communication in the active development phases which saves the time spent for work coordination and stimulates the spread of knowledge inside the team
- process-oriented approach which assumes a preset of roles for code style and policies, code support, bug-tracking and bug-fixing, implementation planning and control.

In a tight contact our specialists give us rapid product development, high responsibility and interchangeability. Our abstemious process, supported by software tools, gives us the control over the development; each moment we can see if our intermediate results match our plans; each moment we can fast and effectively influence the development.

In the development process we use headmost software for object-oriented modeling, code development, memory and CPU profiling, code analyzing, DB modeling and so on.

But only the effective usage of tools for supporting development projects allowed us to have **8** projects in the development phase and almost **10** at support simultaneously!

Planning

Planning is an important part of project lifecycle. We pay much attention to creating plans, updating them and controlling project state. With proper planning, both developer and customer have the common look at the project state.

We have collected a lot of experience-based knowledge about stages of lifecycle. Being technology experts, our project leaders are able to give precise estimations of implementation efforts.

We get benefit from project-planning tools per years. [Ms Project](#) and [A-PLAN](#) are the tools our customers and we prefer nowadays.

Issue Tracking and Feedback Support

Phone calls are forgotten. Emails are lost. ICQ logs are too unstructured. Efficient knowledge exchange between developers, implementers and customers, discussing the task and its results is not possible without appropriate technical support.

Issue tracking tools give us the possibility to



- have different extracts of open questions per project, person or period
- see links between tasks, their dependencies on each other and certain persons
- never lose something which was discussed already which makes changes of doing something twice less

There are many solutions on the market, and we are sure that developers' team must use one of them. We have chosen open-source tool [Bugzilla](#) which is one of acknowledged leaders in systems of that class. Perfectly knowing principles of task- and bug-flow on the example of this system, we are able to use other system if our customers prefer it.

Testing

Testing is an essential part of software development. The primal testing of system functionality is performed by the developers themselves; final testing happens during acceptance of work and system maintenance by the customer.

IntexSoft holds quality assistance (QA) department which performs independent thorough testing before releasing versions to the customer. This element significantly improves the quality of products and minimizes time leaks by the customer for revelation and elimination of defects.

Conducting and keeping test plans is performed using specific system [TestLink](#).

In the testing process we use as manual testing as creating automatic test procedures based on products [Quick Test Professional](#) and [WinRunner](#).

Version Control

There's no need to explain how important is the usage of version control system for software development. Our project development is fast and effective because our developers

- Always know what they have done, and after fixing any bug may definitely tell where the bug was in the code
- They aren't subject to the syndrome "don't touch it when it works", and can start any complicated experiments with their code
- They easily create a workspace for any supported project and are able to make parallel module development and support many versions of the software.

With [CVS](#), per years we are able to develop several versions of the same project simultaneously. Bug fixes and small features for released project version do never stop development in the trunk.

IntexSoft has collected abundant knowledge about managing repositories, tagging, branching strategies, merging and conflict resolving. We have developed our own plug-ins for CVS to improve the process with tag naming control, sending notifications and much more.



Do you prefer other version control systems like [Visual SourceSafe](#), becoming more and more popular [Subversion](#) or any other system? It's no problem for us, because we know the "roles"!

Documentation.

As a good architectural building needs documentation, the complex software project is also hardly imaginable without detailed documentation. We do not only try to keep the technical documentation up to date but also try to keep the source code as documented as it is necessary to reuse and support it.

Auto-build

Almost all the projects, which are developed by us, can be built by just one command in Windows and/or in –nix environments. All dependent projects are rebuilt in the required versions as well. This simplifies the software delivery, ensures the software consistency and as consequence – simplifies and reduces the installation and maintenance efforts.

Geographically Distributed Development

In modern IT world, projects are not always developed in one office and even city. Because of many dependencies between project modules, developers should exchange the most recent source code between offices. The developer, who has a business trip to the office in another city, should be able to continue his work from the same place as he left it in the home office.

Geography makes the problem there. How to exchange the sources so that developer should not care of this? How to use Internet connection bandwidth effectively? How can we avoid file version conflicts that are resolved fast inside one room but need a long communication process with another city?

Here in IntexSoft we overcame those obstacles. For years we have been developing projects simultaneously with developers from **3 offices** separated by **hundreds of kilometers**.

The tool called [CVSup[®]](#) provided us with great communication possibilities. When customized by us to enhance the process to our needs, it made us to forget the problems mentioned above.

Equipment

Time of the expert is valuable and irreplaceable resource in today's intensely competitive world. "Less routine work, more constructive labour" – that's formula for fastening development. That's why IntexSoft does not save on the equipment. We provide our staff with powerful workstations, wide-band Internet connection. Necessary amount of test servers of different architecture and operational systems



improve our testing. Communication and demo servers work 24*7 all the year round.

All of them were configured by ourselves, so we know how to install and use different kinds of network services and software for UNIX, Windows and Apple Macintosh.

Specialization

Projects we completed during our history were all very different. But their specifics and our own best practices made us experts about:

- Rich client web applications
- Window applications and background processes
- Database development
- Image and document processing for different formats like JPEG, TIFF, EPS, PDF, QXP, SVG, SGML, XML, HTML, XLS, CSV
- Integrating with 3rdparty software supporting that formats and OS like [ImageMagick](#), [HELIOS](#), [AFPL GhostScript](#), [QuarkXPress](#), [QuarkXPress Server](#), [Adobe Photoshop](#) and others
- Content publishing
- Development of multi-platform software running under Linux, Sun Solaris, Win, Mac and NFS connectivity between that stations
- Distributed systems and clusters

and many other small and big classes of business projects.

Our development experience

During our career, we have accomplished full cycle projects as well as taken part in dozens of projects using different programming and script languages, popular technologies for different platforms.

Programming and script languages

We use [Java](#) as one of the most popular cross-platform programming languages at the front line. Most of our projects from the beginning were implemented with that outstanding technology, and we are proud of our advances with it.

Due to the fact that we created many Web projects, we can definitely say that we have several perfect [JavaScript](#) developers.

A part of projects we have completed and those we are developing now are implemented using other programming languages. Our permanent [Delphi](#) department has long track record of success. We have also accomplished several challenging projects and modules using [C++](#). The languages below were used as basic for numbers of small separate projects or were a part of our Java/Delphi/C++ software:



- PHP
- Python, Jython
- Perl
- Jakarta Velocity
- Postscript
- VBA
- Unix shells (sh, bash)
- ANT and others

Hardware Architecture and OS

As already mentioned above, a lot of our software projects were multi-platform or assumed clusters with different OS/architecture, or claimed support of different OS at the client side. We develop for:

- PC (Win NT, 2000, XP; Linux of different families including RHEL AS 3, RHEL AS 4)
- SPARC (Sun Solaris)
- Apple Macintosh (Mac OSX 10.x)

Relational Database Management Systems

Because of different requirements for database scalability, performance, price and compatibility we use the following RDBMS systems in our products:

- [Oracle](#) (highly scalable RDBMS for big enterprise solutions)
- [MySQL](#) (the world's most popular open-source database for simple, lightweight and cheap products)
- [Apache Xindice XML DB](#) for Java native standalone data storage

While getting benefit from vendor SQL dialects at number of our projects, we also did DB-independent solutions with basic ANSI SQL, working successfully with any of Oracle, MySQL, Sybase and others.

Technologies

Fast changeable IT world presents us a lot of technologies, patterns, libraries and development tools. Some of them endorse their efficiency, others are fallen in oblivion. Our task is to march in step with time and technology, and to reuse our successful solutions in the next projects in order to reduce time expenses.

Very different technologies are our arms and strength. Approved and popular modules and libraries often provide deep integration between each other which helps with scaling the project. Experience with 3rdParty modules, application servers makes our software compatible and stable.



Just some of them are:

- J2SE/J2EE: Servlet, JSP, JSF, JSPTL, Swing, Applet, JDBC, EJB, JMX, JNDI, JAAS, JNLP and others
- Delphi: VCL, WinAPI, GDI+, [DynoPDF](#), XML DOM
- C/C++: MFC, STL, ATL, WTL, COM
- Application servers: [BEA Weblogic](#), [JBoss](#), [Apache Tomcat](#)
- XML techniques: SAX, DOM, XSLT, DTD, XSD, XPath
- SOAP/Webservices: [Apache AXIS](#), [Apache AXIS2](#)
- RDBMS/Persistence: [Hibernate](#), JDBC, EJB, [Xindice](#); DDL, PL/SQL
- Web client: HTML, CSS, JavaScript, DOM, DHTML, AJAX
- Web client frameworks: [Wicket](#), [Struts](#) + [Tiles](#), [Tapestry](#) + [Tacos](#)
- Rich AJAX Web client frameworks: [gooxdoo](#), [TIBCO GI](#), [Dojo](#), [script.aculo.us](#), [Prototype](#), [DWR](#)
- PDF processing: [IText](#), [JPedal](#), [FOP](#)
- Microsoft documents (Excel, Word) processing: [POI](#)
- SVG: [Batik](#)
- SGML: [Nsgml](#)
- Image processing, Graphics: [JAI](#), [Graffiti](#)
- Build script: [ANT](#), [Maven](#)
- Scripting/Text processing: [Jython](#), [Velocity](#), [JavaCC](#)
- Scheduling: [Quartz](#)
- Code Architecture: [Spring](#), [Hivemind](#)
- Security/Cryptography: [Acegi Security](#), [JCE](#), [Ganymed SSH-2](#)
- XML Serialization: [JSX](#)
- CMS: [Joomla](#), [OpenCMS](#)
- Network protocols: TCP/IP, SSL, HTTP, SOAP

and a lot of technologies with various purposes like Regexp, JINI, WebDav and others.

Adobe Flex web technology

We are creating web applications based on various technologies. But one of them we like to figure out separately – the newest web application development framework [Adobe® Flex®](#) version 3.

Around 2 years ago we have chosen this technology as the most perspective one for creation of rich internet applications (RIA), and have created with it series of applications with attractive UI and interactivity revolutionary in comparing to any other web application.

Besides of much higher development speed, [Adobe® Flex®](#) provides high application performance and full multimedia possibilities of Flash Platform, including stream video, sound, binary sockets and a lot of other possibilities of [ActionScript](#). Applications [Adobe® Flex®](#) are executed in Flash player, available for full spectrum of browsers for Windows, Unix and Apple Macintosh platforms, at the cost of which there's saved significant time usually spent by developers for ensuring browser compatibility of the application. Technology of client-server data transmission



[BlazeDS](#) provides higher performance of data exchange in comparing to, for example, SOAP.

Our Flex-applications function also in [Adobe Integrated Runtime \(AIR\)](#), providing even more possibilities and interactivity for the user, such as file system access, clipboard, multi-window support, enhanced drag-n-drop.

Customers and projects

Customers

For years we successfully cooperate with our partners from Western Europe:

- [DTS Medien AG](#), – expert in media production area, company with more than 20 year experience, well-known consultant, analyst and developer of integrated IT infrastructures for supporting of full cycle of media production. Official partner of companies Quark, Adobe, Oracle, Sun, Dalim and others.
- [Arvato Bertelsmann AG](#), with more than 60,000 employees all over the world, servicing over 120,000,000 consumers, an internationally-networked media and communications services provider.

Projects

Projects we developed for our customers are of the following families:

- Digital Asset Management
- Content Management / Content Publishing
- Digital media production
- Web 2 Print
- Storage archiving
- Computer-aided design
- ERP/Personnel management
- Document transformation
- P2P Networking data distribution

Short info about some of them you may see below.

ISY3 Asset Management

Programming languages: Java, SQL, ActionScript, Javascript, Unix shells



Technologies: Tomcat, Oracle, Hibernate, Spring, Adobe Flex, BlazeDS, Adobe AIR, XML, Servlet, Web Services, NFS, AFP, Apple Macintosh, JAI

Resources spent: 120 man-month

WWW: http://www.isy3.com/web/produkte/ISY3-asset-management.html?lang_id=2

Companies producing media (images and documents), for example, advertizing and photo agencies, store, modify and publish for their customers big volumes of data. One of the most complicated tasks for companies like this is to provide convenient data organization, easy search and estimation, archiving and recovering. The task is complicated by the fact that for different companies cataloguing system and data formats differ significantly, and also because of customer need to be client-oriented, which leads to task of specific data representation for different end-customers.

ISY3 Asset management is the adaptive software complex for indexing, storing and publishing of media data. With this system, the users:

- Store all the media data concerning the production process of the enterprise at network storages, logically represented as single catalog
- Have the possibility to attach meta data to assets to ease later searching for them
- Have the possibility to search for media assets by complicated search criteria, including search by internal asset content
- Preview contents of server file systems
- Download data from the server with registration of these facts in billing system
- Archive rarely used data to tape storages and recover them back to hard drives in case of need

ISY3 Asset Management watch the changes in corporate file system, analyzes and checks in all the media data, so that later these data are published via web interface. Data organization system is highly adaptive and allows creating complex structures for easier search. Revolutionary web client, based on Adobe Flex technology provides easy usage, perspicuity and convenience, supports interactive functions like Drag-n-drop, Clipboard, group functions, compatible with absolutely convenient search and customized display options. Flexible configuration system allows to adopt indexing, and also behavior, functionality and look-and-feel according to any customer needs, which is provided also by plug-in architecture which makes possible not only configuring existing modules but also develop the customer specific functionality.

Central functions of the system make very easy distributing data of proper versions, proper format in a proper time. Together with high scalability, the system keeps high performance even for millions of indexed files of the total volume measured by Terabytes.

Because in media production there are traditionally widely used Apple Macintosh platform, which possesses significant difference from Intel platform, ISY3Asset Management provides the full support of Macintosh files specifics.

ISY3 Asset Management is a part of ISY3Suite, which is integrated environment for resolving even wider complex of media production tasks.



As a result ISY3 Asset Management users obtain a possibility to simplify, standardize and fully automate key processes of media production, provide client-oriented publishing and data distribution, high reliability and cheapness of data storing.

ISY3 Print4Media

Programming languages: Java, SQL, ActionScript

Technologies: Web Services, Tomcat, Hibernate, Spring, Adobe Flex, BlazeDS, XML, Servlet, InDesign Server API, Quark Server API

Resources spent: 90 man-month

WWW: http://www.isy3.com/web/produkte/ISY3-print4media.html?lang_id=2

For many media producers there's a need in standardized preparing of advertizing and other media products. The preparing may include the following tasks: creating of documents basing on existing professionally created templates, translation of text between languages, creation of various PDF documents of low and high resolution. It may be performed by the users who are not professionals in Pre-Press technologies. ISY3 Web2Print product has a goal to resolve these tasks.

ISY3 Web2Print allows standardizing preparing of various products, from ads or business cards to magazines or catalogues. The templates may be created at InDesign CS3 or CS4, or with QuarkXPress Passport 7 or 8. The templates are prepared by professional designers, and later the users may get access to perform necessary actions with these documents later. The users access the document functions via web browser; for the client application there's used Adobe Flex technology, therefore the product has pretty intuitive UI, where it's possible to see the page previews, work with pages and right after making changes see the result. Possibility to work with Quark and InDesign documents is achieved by usage of Adobe InDesign Server and Quark Server. Using these servers there is performed a wide set of tasks concerning getting information from documents, creating previews and PDF output, modifying the documents. This way, the user who does not have Indesing or Quark installed and possessing no skills in working with these complicated tools is nevertheless able to perform a wide spectrum of changes in those documents.

ISY3 Web2Print can be used together with other products of product family, such as ISY3 AssetManagement and ISY3 Workflow. All of them are developed basing on common ISY3 Suite SDK and can be used standalone the same as integrated together.

Using ISY3 Web2Print together with other products the customer gets outstanding possibilities for organizing production process at document management and pre-press processing. In addition, the system contains the module of production cycle control, allowing specific users to obtain the information about document state, preview changes done by the others and correct them. ISY3 Web2Print possesses the possibility of using corporate file system for accessing various media content.



As the result, media production becomes much cheaper, simple and allows restricting possibilities to change professionally created layouts with borders provided by administrators.

ISY3 Safety

Programming languages: Java, SQL, ActionScript, Javascript, Unix shells

Technologies: Oracle, Tomcat, Hibernate, Spring, Adobe Flex, BlazeDS, XML, Servlet, NFS, SSL

Resources spent: 12 man-month

The problem specified by the customer for this project was in creating the data back-up system from end-customer servers to central server. The system had to possess a set of features which are missing or bordered in traditional tools at the market:

- huge volume of data (~200Tb) and as a consequence need to make incremental backup.
- automatic backup in accordance to configured schedule
- possibility to store certain amount of backup copies or all the versions not older than specified date
- need to use encryption-protected communication channels between servers
- need of centralized management and state monitoring for all the servers participating back-ups
- HELIOS volumes support
- soft link references support
- Both possibilities to recover data to their original location the same as downloading them as archive via Web interface
- supporting archives in Macintosh format
- security system at the level of server software communication and user access level to client software.

For resolving the problem there was used made a good showing rsync component, extended its possibilities concerning management configuration and mass data processing during back-up and recovery. The rest of system components (schedule masters, managing and configuring web servers, software for establishing secure (SSL) communication channels and communication over these channels) are distributed over participating servers.

Specific property of the system is its possibility to fully manage the process from the central server. I.e. servers participating in back-up are not initiating this process. Everything – number of versions, startup times for back-up, defining the data massive and so on is only specified by configuration at central server. Another property is supporting HELIOS volumes. Working with those volumes has a set of specific for back-up and recovery. Supporting them allows the customer to handle work with HELIOS volumes the same as with usual file system.



At the moment there is working several installations of this system. Two of them, the hugest (~10 servers participating in process, common volume of data over 180Tbytes) are working for more than 9 months now.

E-training center

Programming languages: Java, SQL, Javascript

Technologies: Oracle, Tomcat, Hibernate, Spring, XML, Wicket

Resources spent: 24 человеко-месяца

Human resources are one of the most valuable capitals of any company. The organization is interested in education and rising of level of employee's skills, career planning for each of them, and must take into account facilities of each as well as his career concernment.

HR departments of big companies handle a lot of information – information about employees, their qualification, planned education trainings and so on. Generally in big companies once or several times per year there are published illustrated catalogs with the information about available trainings, their costs, content, time and place. All of this requires significant costs, and the information in catalogs expires in a fast way. For an ordinary employee it's quite difficult not to miss the interested training, and for the manager to choose the trainings which could raise up the skills of employee and this way improve the productivity of department. Besides traditional system of staff education does not contain feedback processing, when the employees who took part in training could estimate the training. Information system developed at project Arvato E-training center has the following possibilities:

- Create and update catalog of available trainings.
- Personalize for each user the information about trainings according to professional function and sphere of interest.
- Perform continuous forming training groups which would be committed after reaching minimal required number of students.
- Inform trainers and students about forthcoming trainings, and also about any changes in education plans.
- Shorten the time usually spent between planned date and real date of training start (choice of acceptable building, necessary equipment, coordination with trainers' time plan etc.).
- Perform multilevel control of knowledge for students who passed the training.
- Collect information about quality of trainings which took place.
- Collect information about trained employees and their grades.
- Help to select the employees with necessary qualification as well as plan their professional promotion and career.

All above allows to organize personnel education at the new, more high-quality level, which makes a basement for successful business conducting.



SGML documentation converter for auto-producers

Programming languages: Java, SQL

Technologies: Oracle, JavaCC, Hibernate, XML, Applet

Resources spent: 12 man-month

At the companies all over the world there exists much software with collected during long period of time data in expired SGML format. Two big European auto-producers who fused few years ago are not the exception. As the result of fusion, there was set up a task of bringing the technical documentation about the machines (operation and recovery manuals for auto modules) into common structure and publishing it in information portal of united partner network.

The task included analyses of source and target data structure, discovering matches and contradictions between these structures, inconsistencies in source data, creating of algorithms or resolving format mismatches, saving and generating meta data for target format, supporting many data languages (including Chinese), and also automatic parsing and converting data from one SGML DTD format into another.

As soon as SGML format is outdated, nowadays at the marked there are almost none common tools for working with SGML format or experts about this format. Nevertheless the developers were able to create grammar of this format and automatic parser which covers a significant part of SGML specification and represents file as a set of hierarchically linked objects fall able under analyses and processing. This way, with specific module any Java application is able to work with SGML format display it, semantically analyze the content, transform it to any other format, export to DB. It's much similar to well known parsers as Xalan/Xerces, but it works with SGML not XML format.

Besides of SGML parser module, the implementation includes:

- tool for semiautomatic estimation of transformation quality (lack of data loss)
- tool for transforming related documents and images
- tool for displaying SGML data
- import tool for related DB
- mapping and inconsistency resolving algorithms
- means for transforming meta data

As the result, huge volumes of data (measured by hundreds of megabytes) were automatically transformed to target format, which have given a significant economy comparing to any other proposed solutions, and provided high controlled level of quality, saved the company resources and provided the partners and consumers the same level of service of supplying documentation for a new brand in concern.

Vacancies

Our company is continuously growing up. If you are an IT specialist, or are going to become one – apply to us!



IntexSoft offers vacancies of high-paid developers and project manager in Grodno city. If you are still a student of upper year courses in higher education technical institute, or you wish to train for a new profession and change your job – please pay attention to our educational and skill acquiring program.

We care about material well-being of our staff equally as about comfortable conditions for their work and professional promotion. We offer:

- High salary, professional advantages of an environment that supports your development and recognizes your achievements
- Interesting and creative job in a wide area of IT tasks
- Professional and concerted team work
- Perfect conditions for work – the newest workstations and other equipment, wideband Internet access, a comfortable office and infrastructure
- Broad possibilities for professional and career promotion
- Stability and continuous advance of wages, guaranteed compensations of overtime

We persistently increase our staff proficiency by offering internal educational programs, providing different IT trainings to our developers, and systematically inviting lecturers (in particular, lecturers of English) from the leading higher education institutes of the city.

We are looking forward to receiving your CVs at e-mail: job@intexsoft.by
Your resume may be composed in a form, convenient to you, or using the pattern, downloadable [here](#).

Here you can see the schema for your easier finding our office in the city by the address:

[Grodno, ul. Kabyka 8/4, office 7.](#)

Java developer

For regular work and full time we need Java developers:

- Experience in Java development not less than 1 year
- Knowledge of OOP principles and OOP Patterns
- Fluent managing JDK basic packages – java.lang, java.io, java.util, java.sql and others
- Knowledge of generic SQL or/and one of dialects, DB projecting
- Knowledge of English for “reading/writing technical documentation”
- Experience in development of WEB- or Swing-applications
- Knowledge of other technologies (J2EE, XML, Web services, Unit-testing, OS Unix or Mac OSX, popular formats) is highly appreciated.

Senior developer/ Project manager

For regular work, full time we need senior developer/ Project manager:



- Java or C++ development experience – 2 years minimum, minimum 1 accomplished project;
- Experience in J2EE, JSP, Servlets, Swing
- Experience in team development, knowledge of Version control, Planning, Issue tracking tools
- OOP, UML, Case-development tools experience appreciated
- The advantage is your knowing Unit-testing and Unix, or having Linux experience
- English – enough for ICQ, e-mail communication
- Highly appreciated is communicability and organizational / leader skills

Delphi/C++ developer

For regular work, full time we need in Delphi or C++ developer:

- Experience in Delphi or C++ development not less than 1 year
- Knowledge of OOP principles and OOP Patterns
- Experience in Delphi components development or C++ window applications
- Basic knowledge of Win API, MS GDI+, VCL
- Knowledge of English at level “reading/writing technical documentation”
- Knowledge of other technologies (e.g., Shell Com API) highly appreciated

For the novices: our educational program

If you are still a student of upper year courses in higher education technical institute, or do not possess enough experience to match requirements of vacancies above but you wish to be trained for working as a software developer – we are glad to introduce our educational program.

You should possess:

- Higher education or incomplete higher education
- Knowledge of syntax and IDE of some popular programming language
- Experience in developing small applications using this language
- Understanding of OOP/OOD basics
- Knowledge of English enough for reading and understanding technical documentation
- Wish to study and work

We have successfully tested this schema of education and placement during several years at students and job competitors, and approved its efficiency.

Usually this process has several stages:

- 1) Interview and working up education program.

You contact us by e-mail and agree about a meeting with our specialist. During the meeting, we clarify and define your current skills and areas of knowledge which need an enhancement.



Taking that in account, we generate an individual task for you, which aims at more precise estimation of your skills, and is also a material for enhancement of your knowledge in data domain.

Together with the task you get brief instructions about some steps concerning accomplishing the task and most often mistakes, and also a list of literature, which will be useful for your education in general, and necessary for implementing the task in particular.

2) Remote education

During this stage you accomplish the task and send it for check to our experts. We check it and in short term answer you, pointing out the drawbacks and prompting your further implementation.

The aim of this stage is development of your skills in language syntax, OOP techniques, roles for drawing up and appearance of the code, your studying of necessary technologies' basis.

According to your progress, this stage can finish right after your first result, or can get some more turns.

3) Education inside office

You've successfully accomplished your test task and already have not bad results in programming language. Now we invite you to continue your education inside our office. At this stage you not only enhance your knowledge about code design and development, but also many other important aspects of team development – modeling, planning, version control, new technologies and packages, specific projects and other. You get comfortable workplace, new task and help of our experts; this all helps you to shape as specialist much faster and more effective! During this stage we already pay you a kind of scholarship.

When finished education, you start working in different projects, first, under management and control of your manager, and independently later.

Duration of each stage depends only on you – your wish, skills and quantity of time you may invest for this. Usually this process does not exceed 3-6 months.

We tightly cooperate with Faculty of Informatics and Computer Engineering of Grodno State University about job placement questions. Please pay attention to the last paragraph if you are looking for a company for practice, and contact us or the Chief of faculty.

We're looking forward to information about you and your questions at e-mail job@intexsoft.by.



Contacts

If you are interested in cooperation with us, please don't hesitate and contact:

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