# HASHOUT

# Employee testimonial:
# Akshay Rathnavas

**SENIOR AEM DEVELOPER,
HASHOUT SOFTWARE TECHNOLOGIES**



> "*I have grown so much in two years at Hashout—
> and achieved a level of career success I didn't think was
> possible in such a short time.*"

**2 PROMOTIONS**

in just 2 years

**FAST-TRACKED CAREER GROWTH**

Akshay's now recognised as one of the best developers in his field

**HASHOUT TECH— VALUES AND CULTURE**

**Employee first**

We believe in freedom and accountability

**Meritocracy**

Your work speaks for you and we reward you transparently

**Inclusive and diverse**

We're proud to be discrimination-free and inclusive

**Fun place to work**

We work hard and play hard, with regular onsite and offsite pit-stops

**Work with the best**

We work with outstanding people and brands

**Lifetime of learning**

Our focus on learning means no two years are ever the same

# What is Hashout Tech?

Hashout Tech is a trusted digital transformation partner for huge global brands. They create powerful cross-channel experiences with Adobe Experience Manager and engineer impactful digital products and solutions.

Hashout's leadership team has 15+ years of experience leading IT organizations in enterprises. The company provides unbeatable value and ROI on every project it delivers.

# Working for Hashout: Akshay's story

Before he joined Hashout Tech, Akshay Rathnavas wasn't growing his career as quickly as he wanted and felt trapped in a corporate straight-jacket.

He was working as an in-house developer for a large conglomerate. While it provided a fantastic opportunity on paper, Akshay felt micromanaged, his great work was hardly noticed, and the working culture was high on stress—and low on fun.

Akshay wanted more from his work and career. That's when he discovered Hashout Tech.

> *"I'd read great reviews about Hashout Tech and they resonated with me," says Akshay. "Hashout gives employees more ownership of projects, has a friendly culture, and is a genuine meritocracy."*

Then Akshay joined the company—and the day-to-day reality was even better than the reviews.

# Taking ownership of six-figure contracts almost from day one

As a proven tech agency with a sizable Enterprise-level client base, Hashout only hires the industry's best developers. Employees get ownership of high-value projects from the get-go, which was a real eye-opener for Akshay.
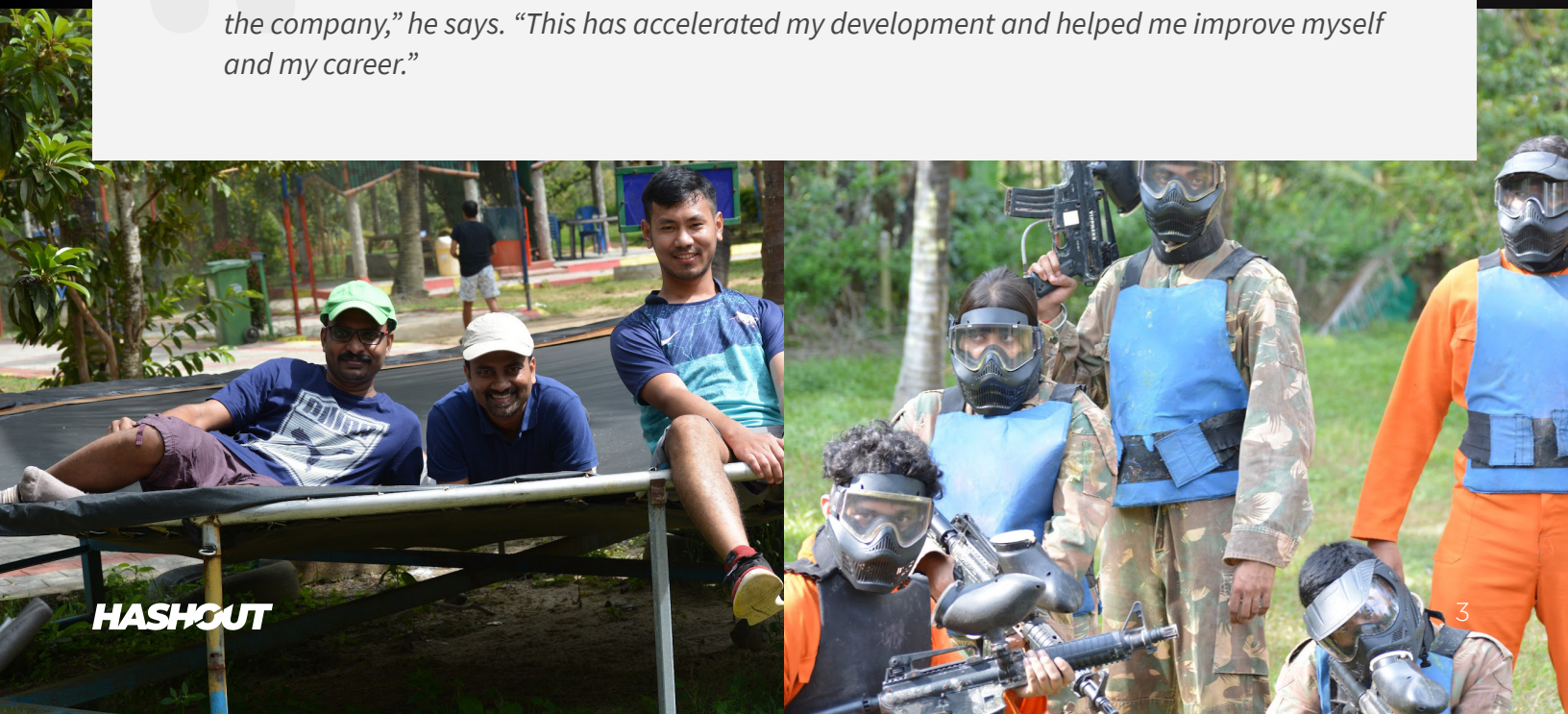
> *"Within a few weeks, I was working with Enterprise client Citrix," says Akshay. "I took on a massive Citrix Ready upgrade, which was a particularly huge task.*
>
> *"At that stage I didn't have much direct experience, but our Co-founder and Architect, Shiva, filled me with confidence. He gave me full ownership and showed faith that I could do it. It felt good to be trusted with so much responsibility."*

While Akshay was happy to grab the baton, he also had support from across the team. Colleagues were available to brainstorm solutions—and senior leaders' doors were open, too.

This culture of support and transparency—coming from the very top—was a revelation for Akshay.

> *"It's a great cultural element of Hashout that we are free to talk to people at the highest level in the company," he says. "This has accelerated my development and helped me improve myself and my career."*

## Shifting gears on his skills and career

With the founders' support—and a strong culture of continued learning—Akshay has powered up his skills as a coder, and in handling high-calibre customers.

> " *"I'm learning all the time, writing better code, and learning to communicate well with our clients. This is important as I deal directly with product owners on the client side," he says. "Everyone around me helps me strive to be better in order to achieve my goals."*

Good work gets noticed at Hashout. That's why Akshay has had two promotions in just two years, reaching a level of seniority he'd never imagined.

## Collaborative culture that feels like family

One of the aspects Akshay appreciates most about Hashout is its friendly and close-knit working culture. The company has expanded from 16 to 60 employees since he joined, and this culture remains central to everything they do.

> " *"It's a wonderful experience working here and we're like a family," he says. "Everybody I work with is one of the best at what they do, so it's joyous to work with anyone here. I've made a lot of very good friends."*

Because Akshay has grown his career so much in two years, he's now the one helping new recruits to level-up.

> "I help to mentor new employees and show them what we do, so that they get up to speed fast," he says. "We help them grow and reach where we are right now, or maybe even higher!"

With so many top brands as clients, so many opportunities to grow, and excellent rewards and benefits, Akshay recommends Hashout to talented, tech-driven people who want to be the best they can be.

> "If you want to learn more, really explore your domain, and you have the ability to think outside the box, you would be really happy here," says Akshay.
>
> **"I can guarantee you that working here will be different from wherever you have worked before.** We maintain the highest professional standards, but with less stress and in a fun environment—and you're always taken care of."

He adds: "I have grown so much in my career at Hashout—and achieved a level of success I didn't think was possible in such a short time. It's rewarding to get to a point where you know you're one of the best in your field."

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## Do you deserve more than your current role?

Come and join Hashout's talented team

**Show me the latest openings →**