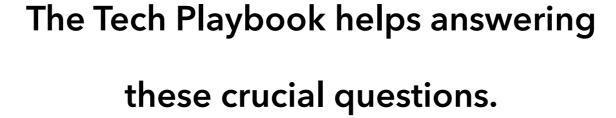


Tech Playbook

Who should we hire?

Who should we reward?

Who should we let go?





TECH TEAM MISSION

The fundamental purpose of the team's existence.

Power the potential.

Use innovation to unlock finance democratization.



TECH TEAM VALUES

The team-specific shared set of preferences, and references.

They are the most important filter to determine who fits.

Mission oriented

Do what is pleasant needed.



Accountability

How to earn trust at Flinks:

Acknowledge mediocrity, and then do something about it.



Maturity

Your judgement > Your know-how.



Grit

The power of passion and perseverance.

Have a problem with these values? This is for you!



TECH TEAM BELIEFS

The team's immutable assumptions about the world.

Customers are everything

If your starting point is anything other than a customer's problem, chances are you're pursuing fantasies.



ONE team

Talent wins games, teamwork wins championships.



Not everything is meant to be reinvented

Take New-York city; its unique aesthetic comes from old and new buildings cohabiting in a magnificent duo.



When you feel great, you do great

Feeling great requires putting it all together:

- Having a balanced life outside work
- Having valuable colleagues at work
- Being deserving of them by being valuable ourselves

Have a problem with these beliefs? This is for you!



TECH TEAM PRINCIPLES

The team's prescriptions guiding our everyday decisions.

Fail forward

Speed of learning > Quality



Surrender your quest for perfection

80/20 rule: nothing is an absolute requirement.



Be rigorous

Rigor is what separates amateurs from professionals.



Be communication smart

Learn to speak the team's language,

and participate in quality interventions.



Be selfless

Your ego belongs on Flinks' doorstep.



Already in?

Glad to see you; Flinks counts on you to be a guardian of the Tech Playbook.

Haven't joined the team yet?

If this is you (and if you're insanely talented), it's now on you to find your way in!

