



Discover How We Changed
The Rules of Remote Working

Your Journey Starts Here

01. Welcome

- A Day at Mobile Jazz
- Company History
- Company Philosophy
- More Than a Company

02. How We Work

- Key Principles (O4H in Action)
- Structure
- Remote Working
- Time Management & Holidays
- Resource Planning
- Tools
- Workspaces
- Meetings
- Harmony

03. You & Mobile Jazz

- Rights & Responsibilities
- Mentoring & Feedback
- MJ University

04. Projects

- Products
- Experiments
- Client Projects
- Open Source

05. More Than a Company

- Travel & Adventures
- MJ Summer Camp
- MJ Workation

Why We've Put This Together

This document is part-handbook, part-blueprint, part-guidance manual, part-mission statement.

We want to show you the past, present and future of Mobile Jazz. How we started, where we're at and where we're going. And we want to tell you all about the core philosophy that makes Mobile Jazz such a unique company to work for — and with.

You'll find detailed information about our remote working strategy, as well as cool stuff about our trips to Thailand, Cape Town and other amazing places. We'll tell you how we build engaging apps, how we work together while scattered all over the world, and why we love kite-surfing so much.

We hope you find it informative, educational and fun.

[Start Exploring!](#)



Welcome To **Mobile Jazz**

In this chapter you'll discover more about Mobile Jazz, how we work, how we think and where we've come from.

Contents

A Day at Mobile Jazz

Company History

Company Philosophy

More Than a Company



A Typical Day at Mobile Jazz



1
Wake up, have breakfast and get ready to start the day.



7
Log back onto Slack for a quick check-in with the team after lunch.



8
Do a bit more work to complete the day's key tasks.



9
Spend some time with your friends and family.



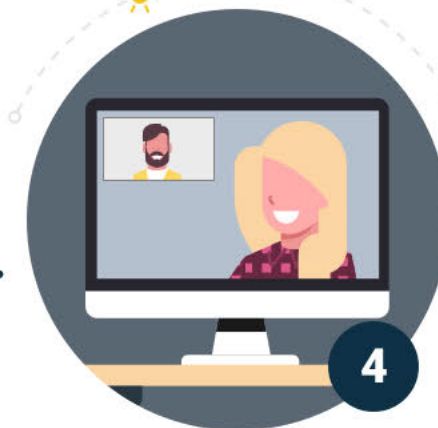
2
Plan your day in Asana, then post your status update in Slack.



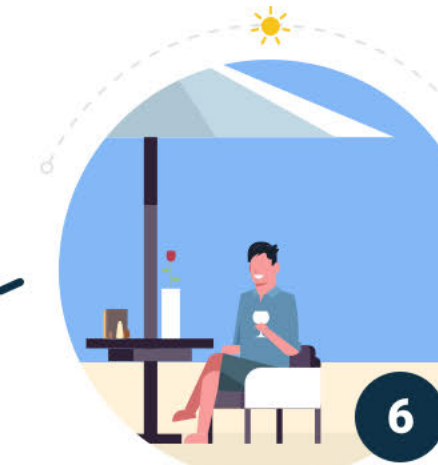
3
Get into the day with a couple of hours' work.



10
Finish the day's work and turn off the laptop.



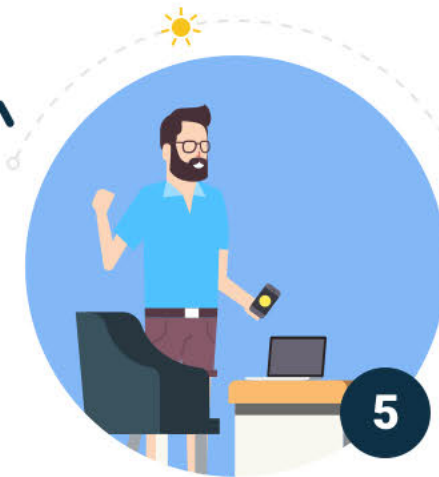
4
Have a remote morning coffee break with a fellow member of the Mobile Jazz team.



6
Enjoy a lunchtime run, swim or video game session - whatever you fancy to unwind.



11
Play with the kids or head out for dinner with friends.



5
Finish the morning's work and head out for a well-earned break.

The schedule will vary for each team member, but everyone benefits from the flexibility that's baked into our company DNA.

Our team is **fully remote** so people who work for us can adapt their workload to suit their personal circumstances.

A Brief History (and Future) of Mobile Jazz

Back in 2011 Mobile Jazz co-founders Stefan Klumpp and Jordi Giménez met while freelancing for the same business. They wanted to build a different kind of company, a fun place to work with kind, dynamic and growth-oriented people.

Today Mobile Jazz has a staff of around 20, and our amazing team has built apps with over **100 million users** across an array of industries including automotive, medical and aerospace. We've built the first app to reach **1,000,000 downloads** on Android anywhere in the world, and our apps have an average rating of over **4.5 stars** on both iOS and Android.

Here's a brief account of our journey - and a glimpse of some exciting stuff coming down the pipe.

NEXT PAGE

2011

Summer

Jordi & Stefan meet while collaborating on a freelance project and start talking about creating a new kind of company.

November

They decide to make the leap and create their own organization.

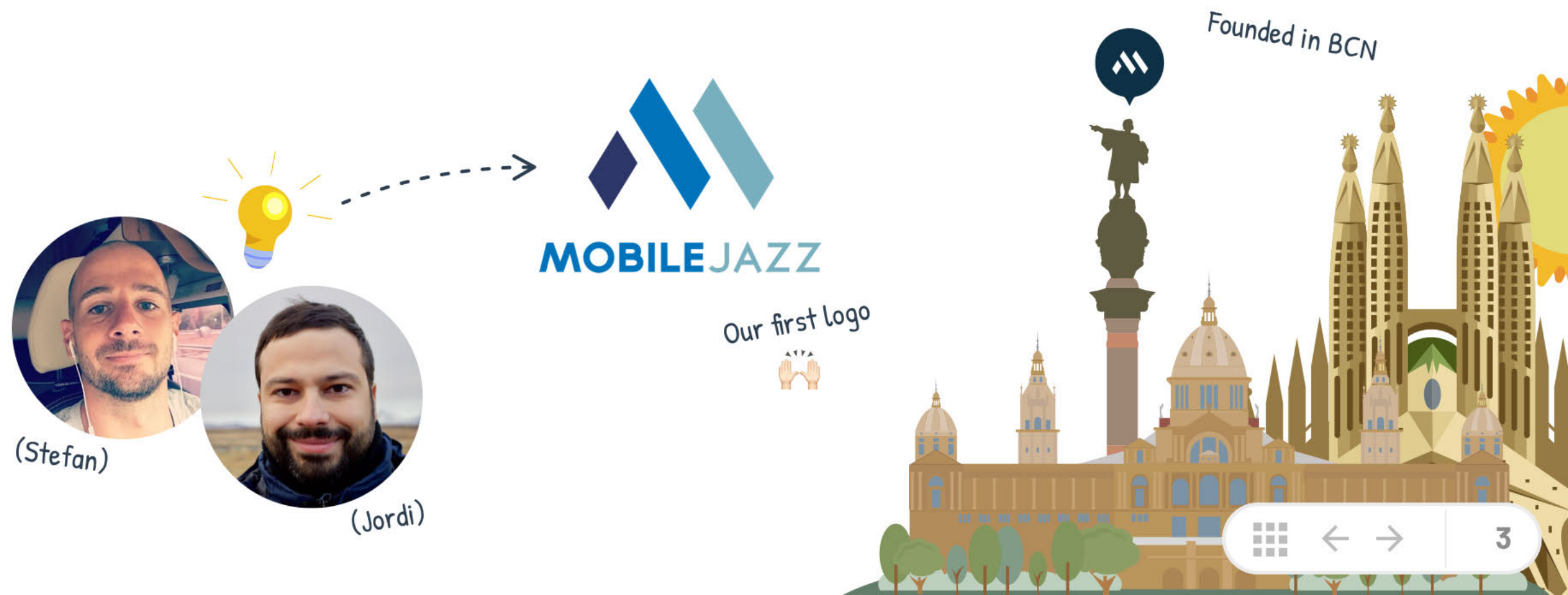
2012

February

Stefan and Jordi found Mobile Jazz in Barcelona.

December

The team has already grown to five people.



A Brief History (and Future) of Mobile Jazz

PREVIOUS PAGE

NEXT PAGE

2013

November

Mobile Jazz opens an office in Dubai.

August

We hold our inaugural summer camp, a one-day trip to the Roman city of Tarragona in Catalonia.

December

The team has doubled to 10 people.



Already 10 people!

2014

April

Mobile Jazz launches a new web and backend team so we can offer a full package of services to clients.

June

We launch another office, this time in Munich.

September

We hold another summer camp, again in Tarragona (this time for two days).

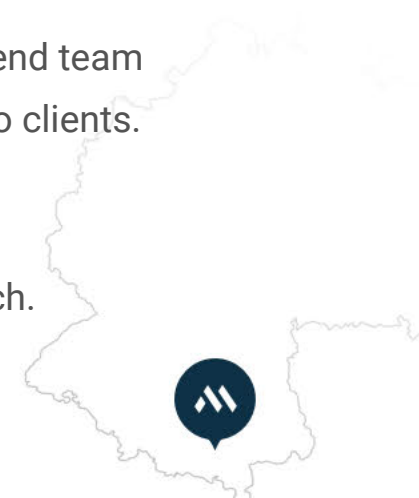
November/December

We hold our first remote office, a one-month workation on the Thai island of Koh Samui.

December

We now have a team of 20!

www!



Thailand



2015

March

We hit the Alps for our first-ever MJ Ski trip, a one-week adventure in Austria.

July

MJ Summer Camp heads to the beautiful valley of Sant Llorenç de Morunys in the Catalan Pyrenees.

Summer

We turn our 'remote logger' experiment into a brand-new product: Bugfender.

October

MJ Remote Office heads to the Italian region of Tuscany for two weeks.

MJ Summer Camp 3rd Edition



Kayaking with the team! 💪



MJ Skiing is born

A Brief History (and Future) of Mobile Jazz

PREVIOUS PAGE

NEXT PAGE

2016

Whole Year

One of our team travels the world, becoming the first member of the MJ family to do so.

January/February

MJ Remote Office pitches up in the stunning city of Cape Town - and we stay for two months.

March

We take to the Austrian slopes again for another week of snow and après ski.

June

We set up a dedicated company for Bugfender.

September

MJ Summer Camp spends three days in the breathtaking Costa Brava resort of Sant Pere Pescador.

October

We choose the dreamy Caribbean island of Martinique for our remote office, staying for one month.

First t-shirts!



Back on the slopes, now with more people!



2017

March

Again, we celebrate the arrival of spring with a one-week break in Austria.

May

Tarragona, one of our favorite places on earth, hosts MJ Remote Office.

August

MJ hits the trail with its first-ever hiking event, held in the Italian Alps.

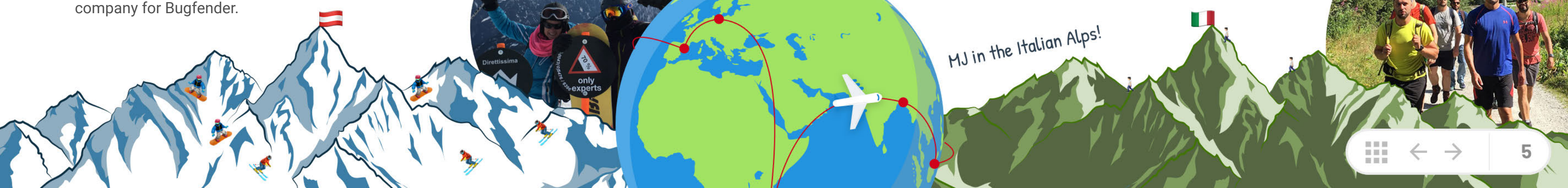
September

MJ Summer Camp touches down in Parc Nacional d'Aigüestortes, one of Spain's most popular nature reserves.

Rafting in Aigüestortes
5th SummerCamp



MJ in the Italian Alps!



A Brief History (and Future) of Mobile Jazz

PREVIOUS PAGE

NEXT PAGE

2018

February

Since we loved Martinique so much last time, we decide to go back for our remote office.

March

We extend our ski break to two weeks to satisfy all the Marcel Hirschers and Lindsey Vonns in our team.

April

We realize now is the time to go fully remote, so we close all our office locations and start a new chapter in the MJ story.

May

MJ Remote Office goes back to Italy, this time to the evocative island of Sardinia.

July

MJ goes hiking again, returning to the Italian Alps for another epic adventure.

September

We visit Gran Canaria for our first-ever MJ Remote Week - a brand-new event for the entire company which also includes a weekend summer camp.

MJ in Sardinia

Blending work and fun!



We go fully remote!



2019

March

Once more we're returning to Austria for a two-week break on the Alpine slopes.

June

We flew to Portugal to enjoy a week of surfing and working in Lourinhã, a perfect place to enjoy the waves!

July

Our Summer Camp strikes back, this time in a beautiful house near the Catalanian Pyrenees for a weekend where we enjoyed many activities and had impressive BBQ's!

November

Our MJ Remote Week strikes back with its second edition, this time in Palma de Mallorca, where we all spent a week together learning, brainstorming and even challenging ourselves with a hackaton!



A Brief History (and Future) of Mobile Jazz

PREVIOUS PAGE

2020

March

The impact of COVID-19 was starting to become visible after many countries established lockdowns and forced companies to work remotely.

Thankfully, we have been a fully remote company since 2018 already and we had everything in place to continue working smoothly and seamlessly from our homes.

However, in protection of our own health and safety, we decided to cancel all physical events until further notice. While we foresaw a difficult year ahead, the truth is it became an interesting year in terms of business growth and challenges.

June

We partnered with Luminostics, a California-based company building a COVID rapid diagnosis framework using nasal swab samples and an iPhone.

Just after a month of heavy development, the prototype was already rendering excellent results and shortly after it got FDA approval and started being used in hospitals across the USA, diagnosing new COVID-19 cases in under 30 minutes with +90% accuracy!

December

Each one of our team members had their own MJ sponsored Christmas dinner and we shared our experiences remotely.



FDA Approved 💪

2021

January

Zemantics Ventures was born to continue our vision of exploring new frontiers in software technology by investing in and partnering with brilliant companies, startups and software tools.

Create the Next Chapter of Mobile Jazz With Us

With every new day the story of Mobile Jazz is getting extended. Join us and create with us the future of Mobile Jazz.

Let's keep creating an amazing story!



ZEMANTICS
VENTURES



Company Philosophy

We're probably the only company in the world whose CEO works out of a camper van.

Stefan spends his life traveling the world and chasing waves, pursuing his passion for kite-surfing. Other people in Mobile Jazz lead equally exotic lifestyles.

This is what we mean when we talk about Optimizing for Happiness, or O4H. That's our guiding light, our first principle.

O4H is about reimagining the concept of happiness in business. Of sharing the company's success with the people who make it happen.



O4H | OPTIMIZING
FOR HAPPINESS

O4H is based on four key principles:

- Give people the freedom to live the life they want
- Don't think of colleagues – think of teammates
- Focus on learning and personal growth
- Remember: Profit isn't everything



More Than a Company

At Mobile Jazz, we realize the happiness of our team is just as important as the happiness of clients. If our colleagues are happy, they'll transmit that in even better results. So we treat each other **kindly, fairly and honestly** and we care about our work-life balance. Growing our company culture is just as important as growing our client base.

Ultimately we want to be more than a company. Mobile Jazz is a community, a vision for the long-term. Maybe one day we'll pivot into something different. Maybe we'll build snowboards, create our own eSports team, or something else entirely. **The important thing is that we're building a team of like-minded people that can grow together.**



How We Work

Let's get to work! Learn about principles, structure, how we do remote working and which tools we use on a daily basis.

Contents

O₄H in Action

Structure

Remote Working

Time Management & Holidays

Resource Planning

Tools

Workspaces

Meetings

Harmony

O4H in Action

What does our philosophy mean in practice?
Well these are the 10 cornerstones of our culture.

People are **hired** as much for their **character** as their **skills**. They have to buy into what we're building.

MJ is a meritocracy where **ambition and dedication gets noticed**. If you come up with a great idea, you can take ownership of it.

Everyone has the same responsibility, and accountability. A **new starter** is just as responsible for the company's success as the **most senior team member**.

We don't spew out corporate nonsense. Everyone understands our **technology**, and everyone should be able to **explain it in simple terms**.

Everyone gets a chance of **growing** in their own areas or developing new skills and responsibilities. The key is being a **great team player**.

All decisions must be based on logic, and everybody is **encouraged to take part in decision-making**. Things don't just happen because the team leads say so.

Although we're all remote, **we're all connected**. Everyone knows when everyone else is working and we proactively help one another.

We have fun. There are regular gaming nights, company visits to Thailand and Cape Town, and loads of other shared experiences.

Everyone does everything. We all participate in sales, marketing, HR and other key tasks and we help each other out whenever we can.

If we see a problem **we take action**, even if it's not directly related to our own projects.



Structure

You might expect the typical pyramid-style structure, but we don't believe in strict hierarchies. We build our structure around the skills of each team member.

All our teams overlap and **everyone is responsible** for managing projects, no matter whether they're an engineer, designer or marketer.

There is a management team to ensure a good organization and best practices, but everyone is a stakeholder in the company's growth. So instead of a series of rigid lines, our organogram is a fluid, flexible **blend of areas**.

Team members who are motivated to explore and learn other business areas are **welcome and encouraged** to do so.



Remote Working

At Mobile Jazz, **we're mostly asynchronous** - a remote team working all over the world. We used to have an office in Barcelona, but we closed it to realize our dream of **total freedom**.

We use a variety of software packages to stay in touch with one another (we'll explain that later) and we stick to a clear code of conduct.



1 We use American English for all group and official communication (but if you're chatting one-on-one with a teammate you can use French, Spanish, Chinese or Klingon - whatever you like!)



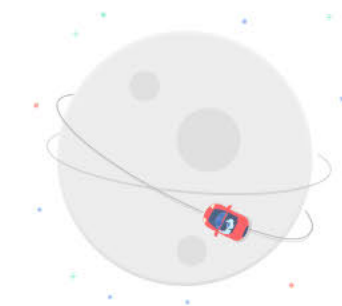
2 We let everyone else know our availability at all times. Whenever we log on and off, even if it's just to go to the shop, we notify the team. This way everyone can plan their day and no-one is kept waiting on anyone else.

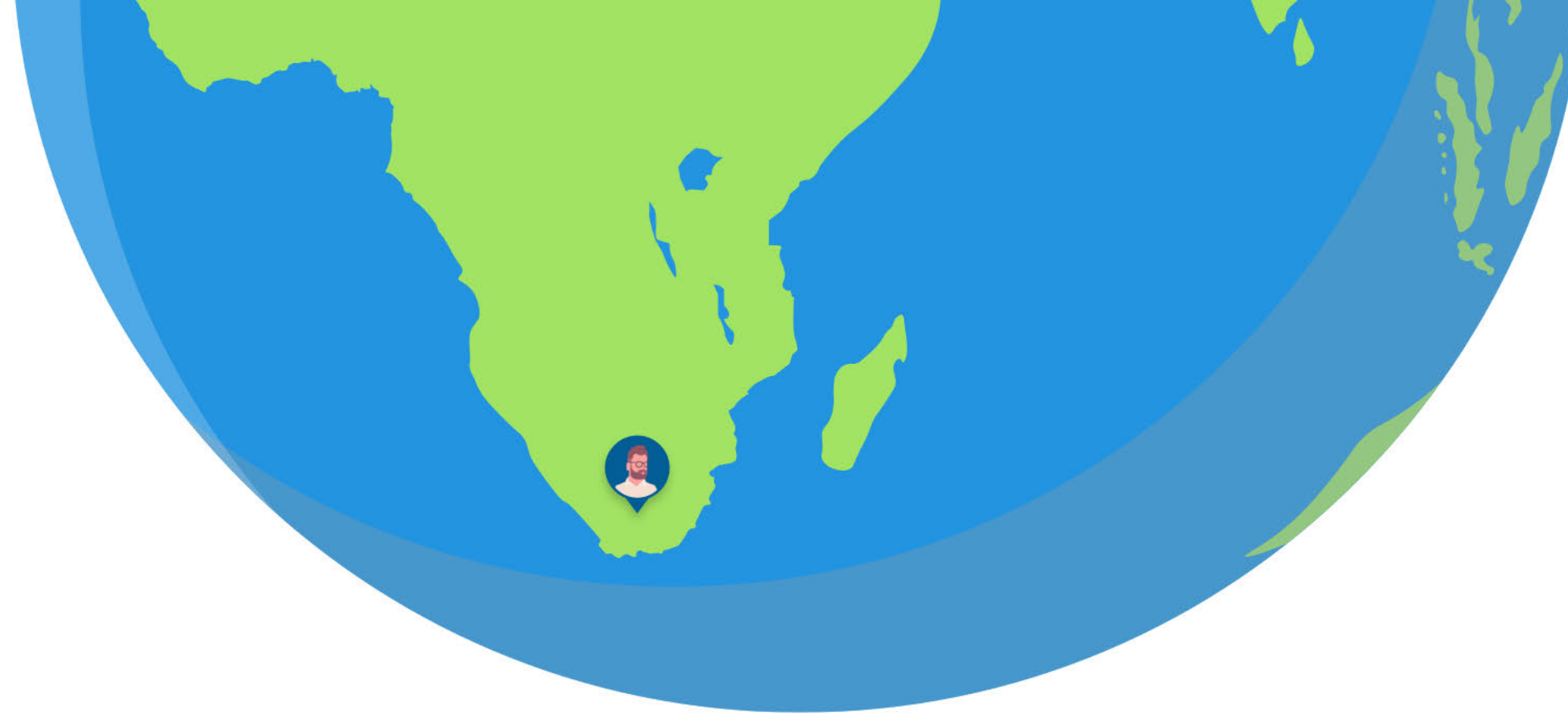


3 When someone pings us, we acknowledge it - even if it's just a simple "Ok, I'll take care of it later." If we're delegating tasks to a teammate, we need them to acknowledge they have capacity before we can proceed to the next task.



4 We review our personal section of the team planning doc each week to ensure we have capacity for all our projects. Anyone with too much work, or too little, is expected to flag with their PMs and team leads. We aim to speak to the leads once or twice a week - it's a sign of good planning.





5 If we're in the middle of a project and we need to push on, we use Slack to let the team know. We leave a message telling everyone that we will be unavailable for a certain amount of time, and will check in again when we're free.



6 If we're struggling with a project, be it a technical, planning or budgetary issue, we let the PM and team lead know as soon as possible. That way we can schedule fixes more quickly and reset client expectations if necessary.



7 If we see a client input and think it needs action, we jump on it. We can't wait for someone else to sort it out. Everyone has the same responsibility at Mobile Jazz, and each team member is trusted to take charge of problems when needed.

Remote doesn't mean alone. At Mobile Jazz we're as tight as any office-based team.

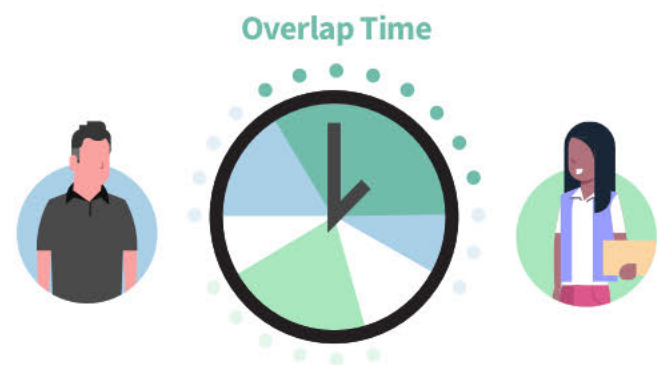
Communication is absolutely vital: that's partly why we wrote this document.

Time Management and Holidays



Everyone is their own boss at Mobile Jazz. We all have the freedom to create our own schedule, based on our preferred pattern for the day. We can also take 'external days' to work on personal projects or assist other clients.

But **we must remember the needs of the team.** Whether we want to finish early so we can go off rollerblading, or we prefer to start later so we can sleep longer (like some people we won't mention) we make sure we coordinate with one another.



We also **try to overlap with one another's schedules.** Our rule of thumb is to overlap four hours a day with teammates to ensure we're together for the core of the day. We use Central European Time (CET) as our benchmark.



Whenever we have a catch-up with team leads, **it's important to raise any time and availability issues.** Any concerns should be explained clearly, with as much detail as possible.

For vacation days, there is no limit. Everyone can take as many days as they want. If someone wants to delay a project to take a vacation and the client says it's ok, that's cool.

But **we always check with our project lead and our clients, and examine our own responsibilities,** before planning any vacation time. It's vital that we understand how our projects and clients are affected before the request is submitted.

We're all responsible for our own schedules and we owe it to **the team to check properly before taking vacation days.**

Resource Planning

Resource planning is a key challenge at Mobile Jazz. Not just because we all work in different places, but because **Optimizing for Happiness** is about the team as well as individuals.

We have to ensure each individual has the **right amount of work**. If someone has too much work, or too little, it's going to affect them negatively.

We use a Google Sheet to coordinate our resource planning. It maps out every project and every team member's availability while also highlighting when each person is taking holiday or external days.

The document shows everyone exactly how much work they have on each project, while team leads have a panoramic view of how much bandwidth is available for new clients.

We work based on week numbers, so we have a quick long-term overview!

	May		Jun					Jul				Aug			
	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
Team															
Joseph	-1		-1	-1				-1	-1	-1	-1	-1	-1		
Project A	2	2	2	2	2						0.5	0.5	0.5	H	H
Project B								1.5	1.5	1.5	1.5	1.5	1.5	H	H
Project C	1	2	1	1	1	1.5	1.5	1	1	1	1	1	1	H	H
Project D	1	1			1.5	2	2	0.5	0.5	0.5	0.5	0.5	0.5	H	H
Project E			1	1	1.5	1.5	1.5	1	1	1	0.5	0.5	0.5	H	H
TOTAL	4	5	4	4	6	5	5	4	4	4	4	4	4	H	H

People can take external days by adding them here.

The red bar marks the current week. 👍

Red means we should fix this! 🚫

You decide how much time you dedicate per week (in advance).

Holidays! 🏖️

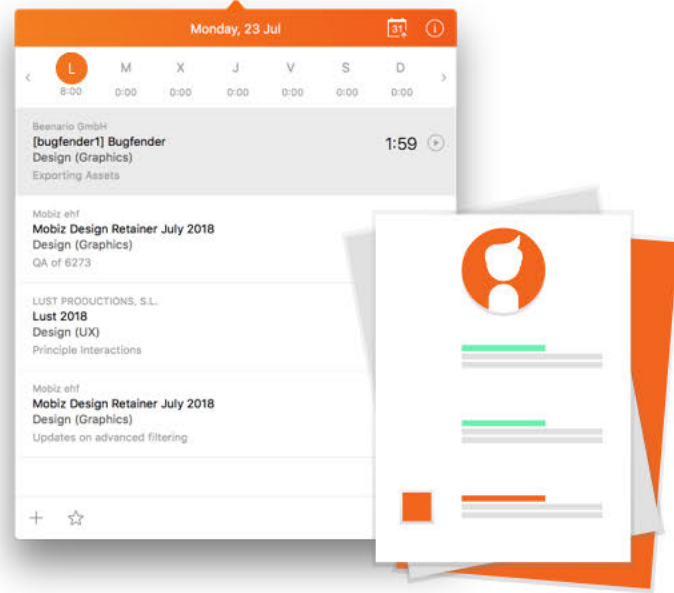


As well as providing a day-to-day overview, our resource planning document allows us to do long-term analytics and reevaluate our strategy.



If anyone sees an issue with their resource planning allocation, it's their responsibility to flag it.

Tools



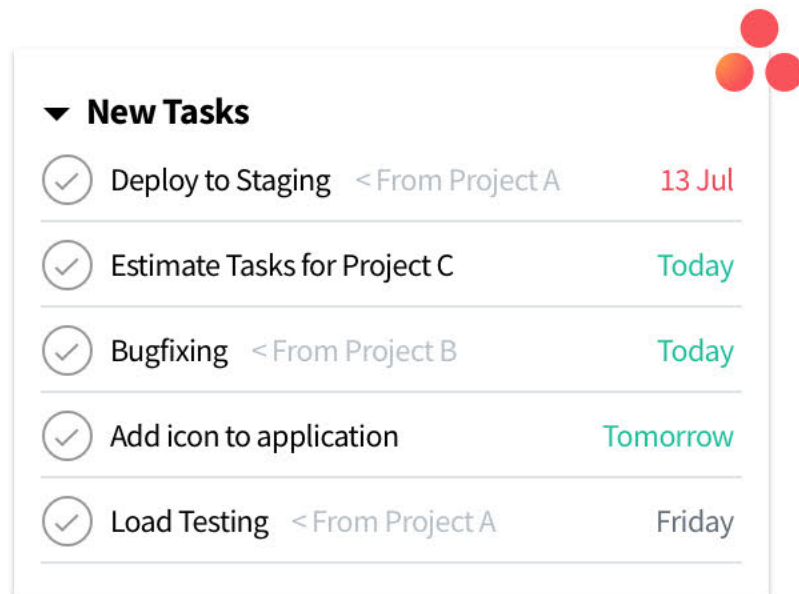
Harvest

Harvest is a **time-tracking tool** which also generates invoices. We use it to work out how much time we spend on each project, calculate our invoices accurately, and carry out analytics on our own resource management.



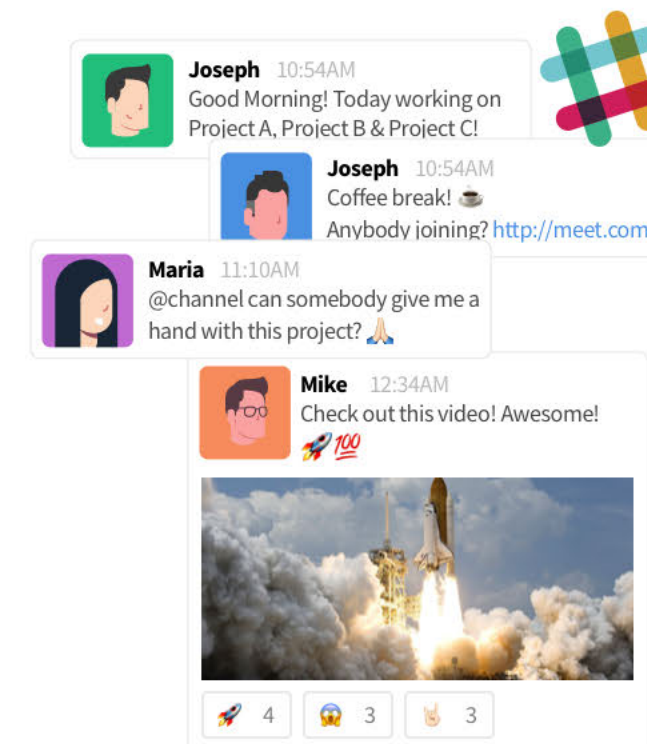
Wiki

A Wiki is a website which can be updated by multiple people in collaboration. We use it to maintain a central library of **information about Mobile Jazz** and its processes so every team member has all the necessary information about our company.



Asana

Asana is a **cloud-based project manager** which enables users to create their own tasks and assign them to individuals. This tool lets us log all action-based communication, maintain clear lines of accountability and track the progress of each project from inception to final delivery.



Slack

Slack is our virtual office. It's the messenger tool we use for all immediate work-based communication - and it allows us to share GIFs of skateboarding cats when things are quiet. We have clear channels for work and fun, so nobody gets disturbed with memes when they're in the middle of a project.

Tools



GitHub

GitHub is a global storage library for code. Like millions of other developers around the world, we use it to store our open source libraries (the stuff we want to share with the public) and build it collaboratively with the rest of the tech community.



InVision

We use Sketch and Adobe for designing, but InVision is **our main design hub**. It allows us to build prototypes and share feedback both internally and externally. It's great for UI and UX visuals, although we use it for other things too.



Bitbucket

Like GitHub, Bitbucket is a global library used to store code in the cloud. But, unlike GitHub, which is used the world over for open source code-sharing, **we keep our Bitbucket account private and store our clients' code there.**



Abstract

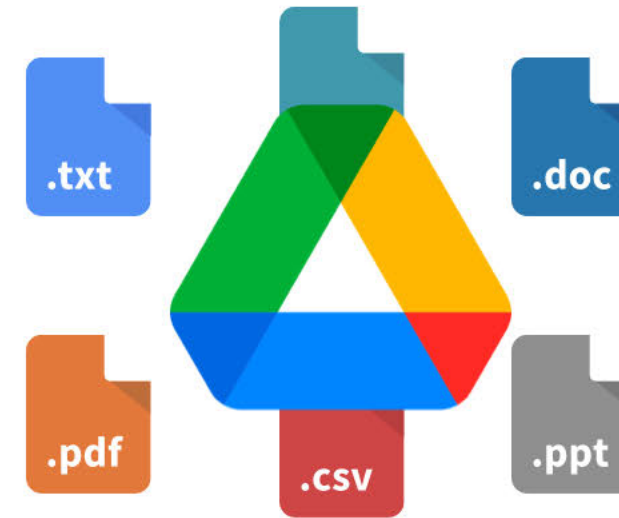
Abstract lets us create branches off our original design file, build the new files individually and then put them back together in the master document. **Multiple people can work on the same project at the same time, without creating any overlap.**

Tools



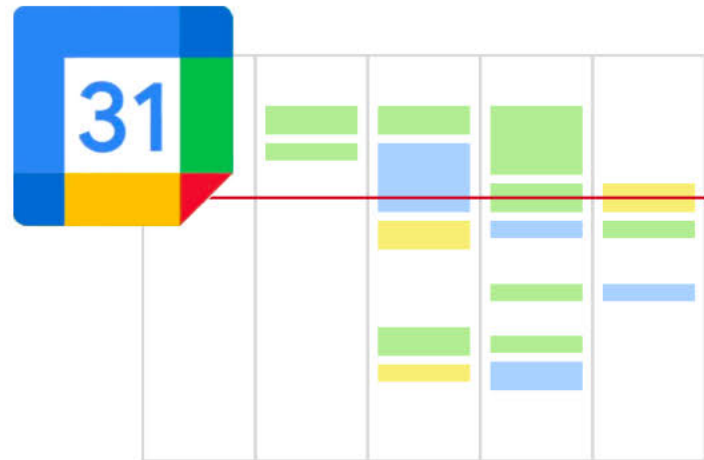
Google Workspace

Every member of Mobile Jazz is given their own personal Google Workspace account, which gives access not just to email but to all Workspace features. We use Google's services for lots of things including copywriting, emails, file storage, planning and arranging meetings.



Google Drive

Google Drive gives us a **single storage space for every single file we want to store or share** with our colleagues. Any file related to projects, whether for client or internal use, is stored in the cloud and accessible to the people involved.



Google Calendar

One key aspect of being remote is **planning and keeping everyone in step** with what's happening every day. This is why we use a shared Google Calendar which everyone can update at any time.



Google Meet

For all our official meeting appointments we use the Google Meet videoconferencing feature, which allows us to **connect, either among ourselves or with clients, from various locations.**

Workspaces

We don't mind where our team works. Freedom and flexibility are crucial parts of Optimizing For Happiness: we work to live, not the other way round.

As an MJ team member **you can work at home**, in a coffee shop, in a library, in a co-working space, on a mountain, or even on a remote island in the middle of the Pacific Ocean.

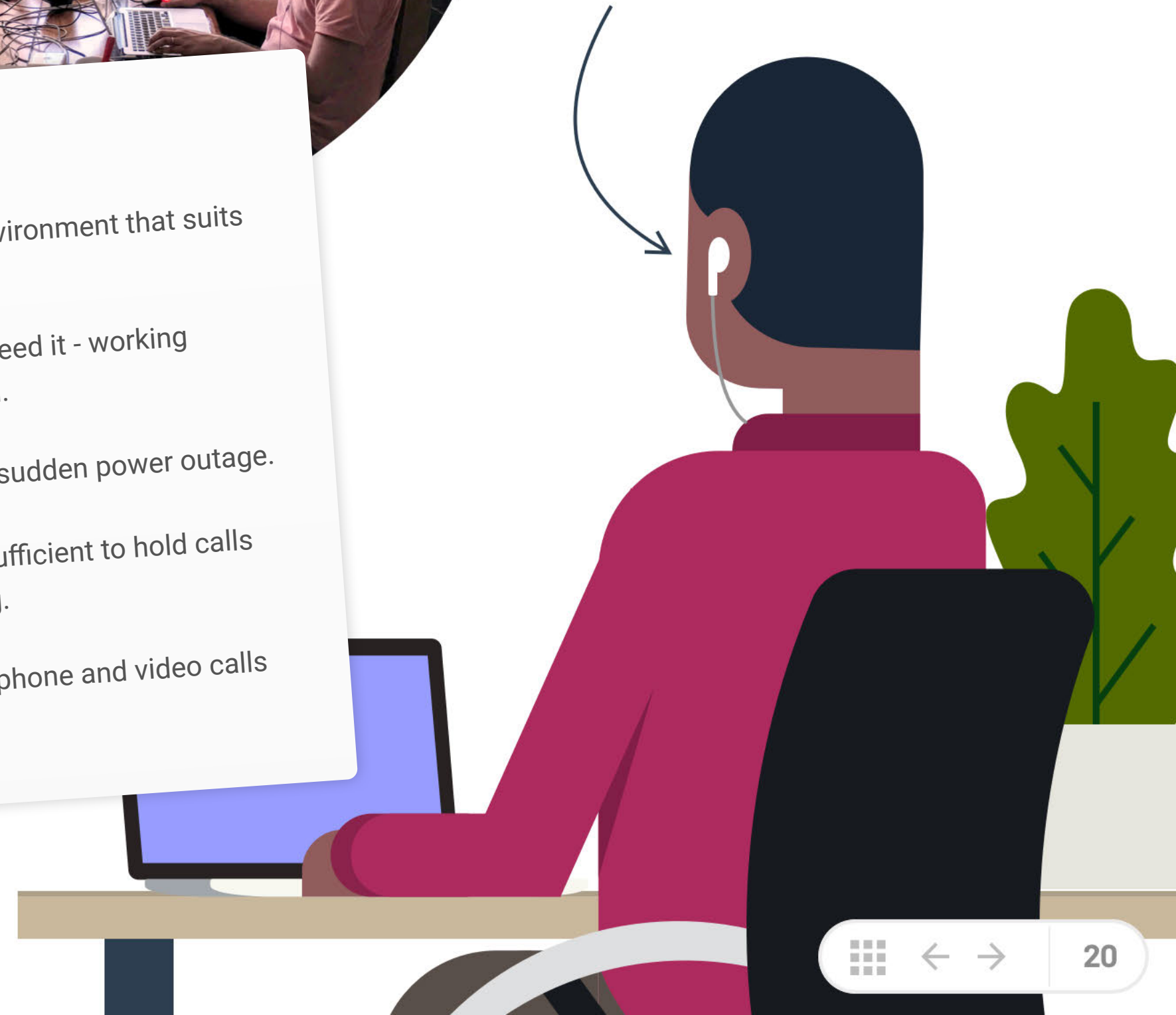
All we ask is that our team members ensure they have the basic conditions to **work effectively**, remembering that they are working for a technology company.



BASIC RULES

- ✓ Peace and quiet - the sort of environment that suits the work we do.
- ✓ Availability for as long as you need it - working against the clock is never good.
- ✓ Stable electricity to ensure no sudden power outage.
- ✓ A good internet connection, sufficient to hold calls with video and screen sharing.
- ✓ A space where you can hold phone and video calls with clients and teammates.

We also ask that everyone has headphones and a microphone, as laptop microphones pick up a lot of background noise which can make video calls tricky. 🗣️ 🎧

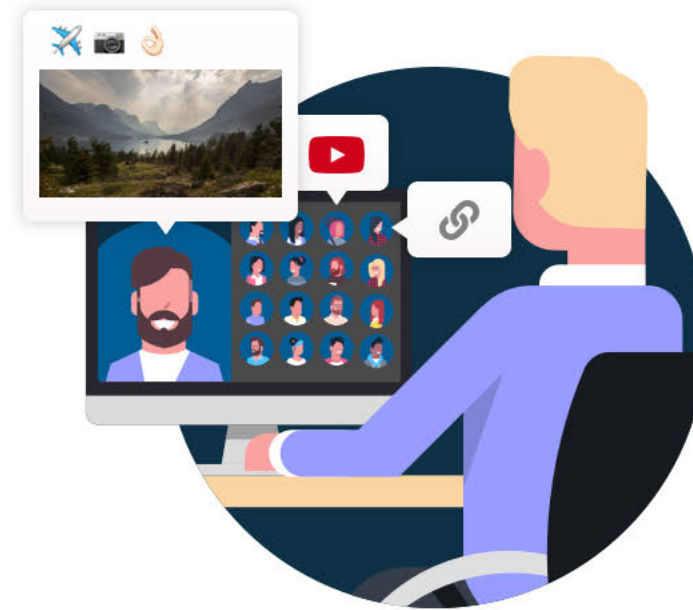


Meetings

As you'll know by now, **communication is fundamental** to how we work. Everyone is empowered to manage their own schedule so it's vital we're all reliable, responsive - and responsible.

We also hold **regular team catch-ups** to ensure everyone is on the same page. We don't meet face-to-face (that would be slightly difficult given we're spread from Brazil to Thailand) but we hold regular gatherings using Slack and Google Meet, maintaining team harmony and ensuring everyone knows everyone else.

One of our golden rules as a team is that we're never late for meetings. We owe it to each other to arrive on time.



MJ Weekly

Every Wednesday we hold the Mobile Jazz Weekly, an hour-long session where we share learning experiences and get to know the rest of the group.

As part of the session, a member of the team is asked to perform a demonstration, either of the project they're working on (which is great for showing us the work other teams are doing) or a product they've built for their own enjoyment.

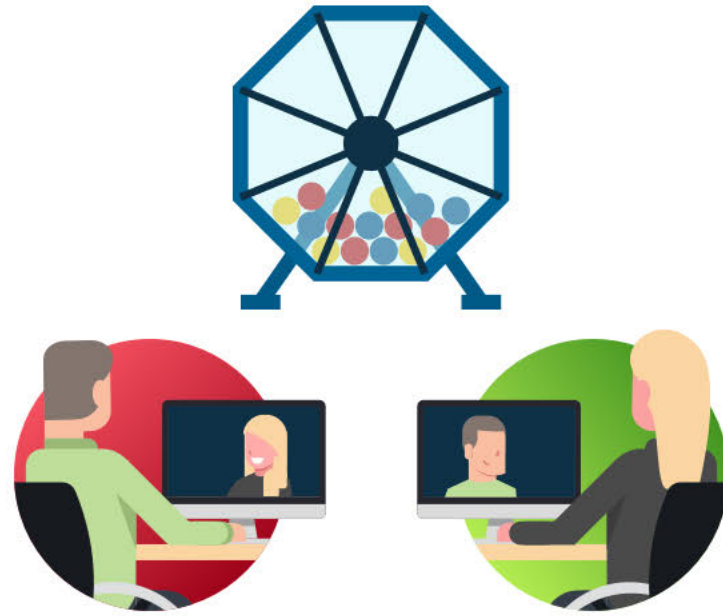
Everyone is expected to attend but don't worry: if you're on holidays or have an emergency, that's fine!

Team Catch-ups

Each of our three teams - mobile, web and design - has its own weekly meeting mapping out key progress during the previous week, and laying out objectives for the week to come.

Again, these sessions are mandatory but they're hugely beneficial in co-ordinating our projects and ensuring everyone has the correct amount of work.

Meetings

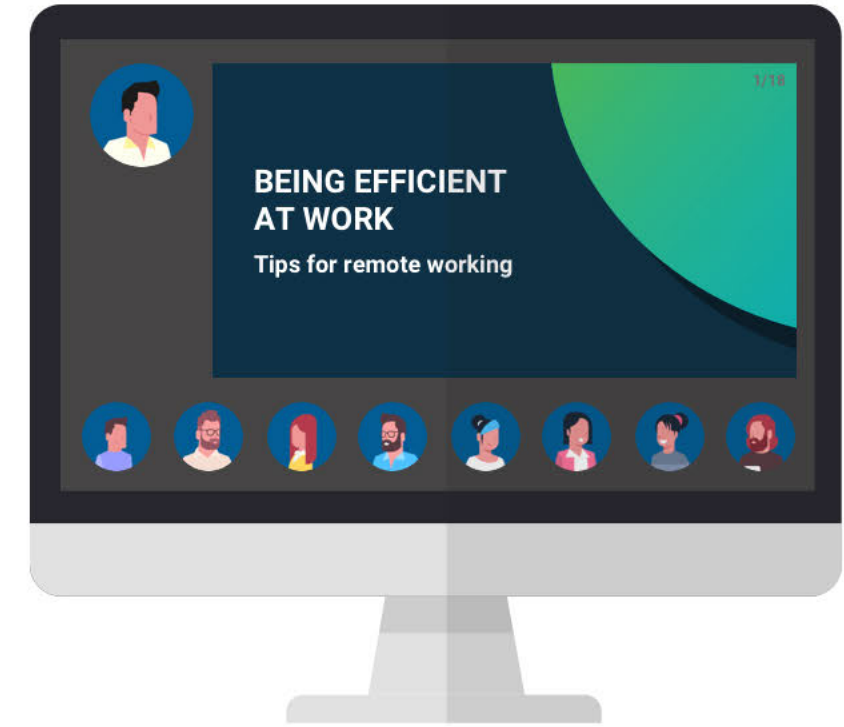


1-on-1 Calls

When you need to discuss a complex work problem with a colleague, it's always better if you know them already. That way you've got a rapport with them, and you're more likely to see where they're coming from.

So we have an in-house bot that divides our team into pairs each week. This gives everyone a chance to make new friends and build their network.

The conversations don't have to be about work. They're usually just chit-chat, the sort of stuff you hear around the office watercooler. They're great for building the MJ community and showing our team members just what amazing people they work with.



MJ Talks

These take place on Wednesdays at lunchtime, after the MJ Weekly meeting. Although they are optional, the majority of MJ staff attend.

The talks tend to cover **both technical and general life topics**, expanding our team's knowledge base while inspiring them to embrace new challenges. **It's like a TED talk, solely for us.**

We've had technical talks on everything from design and development to investing in business, personal growth, financial investing and even the history of dance music.



Remote Coffee

When we had a physical office, we used to say to each other "let's go for a coffee" all the time. So we thought "why can't we keep doing that now?"

Every day we have a coffee time slot and Google Meet link which anyone can join. This typically involves chatting online about work, family, or whatever comes into our heads. It's a chance to catch up with old office colleagues and meet new ones.

Harmony

At Mobile Jazz we've managed to build an incredible team of engineers across multiple areas, enabling us to **work on a wide variety of problems**.

In an effort to **avoid team fragmentation** we had to find a solution that allowed all our engineers to collaborate and work together **independently of platform, project or technology**.

Harmony is a philosophy with the goal to establish **guidelines, conventions and patterns** serving as the foundation for everyone at Mobile Jazz to collaborate and build complex solutions.

Beyond establishing best practices for our team and projects, Harmony offers multiple **Open Source** libraries in four major platforms: Swift, Kotlin, PHP, and TypeScript, unifying the same concepts and patterns in multiple languages.

[Harmony Reference Guide](#)



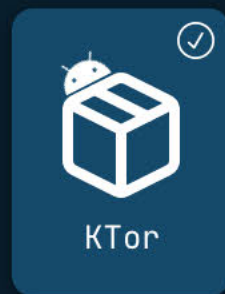
Harmony

Harmony is based on three core principles to unify our workflow, while still leaving flexibility for each project to handle its unique requirements and needs.

Third-Party Dependencies

Standardizing third-party libraries and frameworks means we don't have to deal with a multitude of options. We know what works best for us and become experts on them.

Furthermore, if there are bugs, security issues or improvements, we only have to fix them once, and all projects will automatically benefit from those updates.



Naming Conventions & Organization

Something as simple as establishing a namespace for our code classes, files, folders and general project structure.

It brings uniformity and familiarity across all projects we develop. Engineers can easily jump into projects on which they've never worked before and find anything they need with ease.

```
"UserHTTPService"  
├── "UserApiClient"  
├── "HTTPUserSource"  
└──  
"UserNetworkDataSource"
```



Standardized Architectural Pattern

We decided to apply in all our projects a software architectural pattern based on *Clean Architecture*.

Thanks to this consolidation, code can easily be reused. Any update or improvement is applied to all projects using the same architectural pattern, boosting our efficiency, maintainability, and scalability across all projects.



Harmony

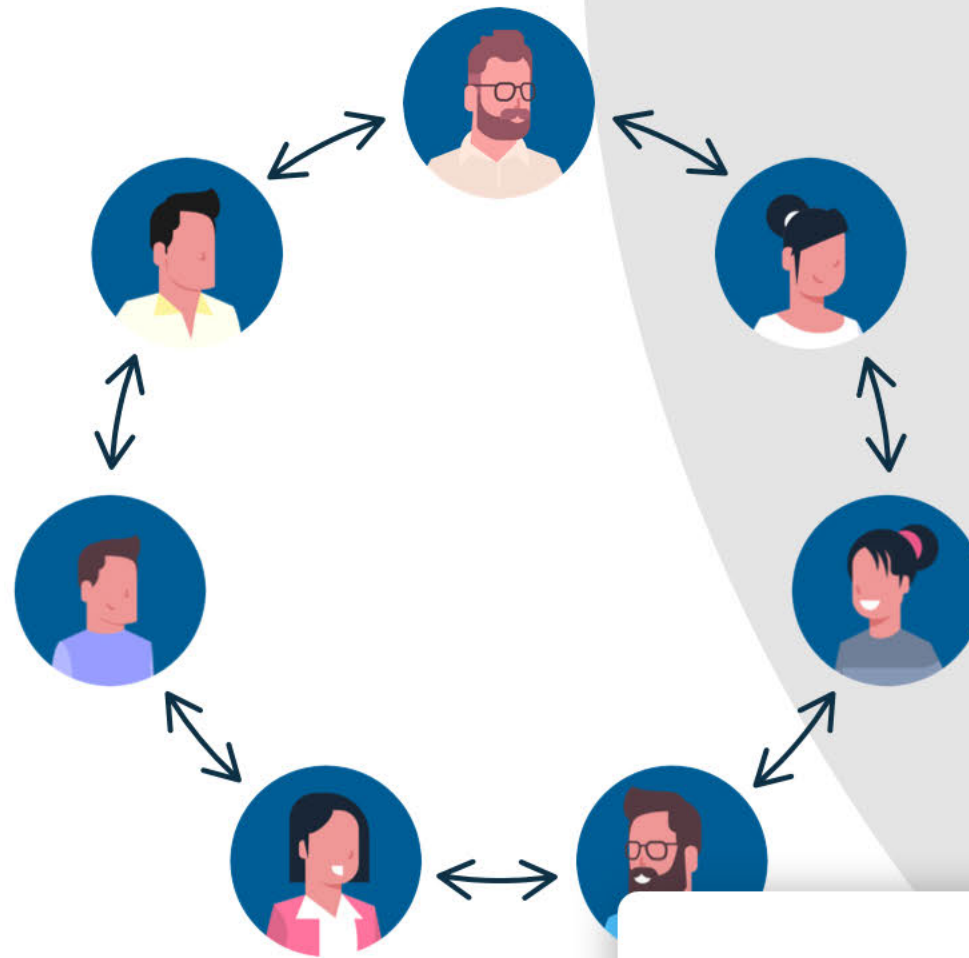
Thanks to these three principles, we transformed the individual siloed development process of a single project into a **shared team effort**.

Boosting our efficiency and the quality of the products we build.

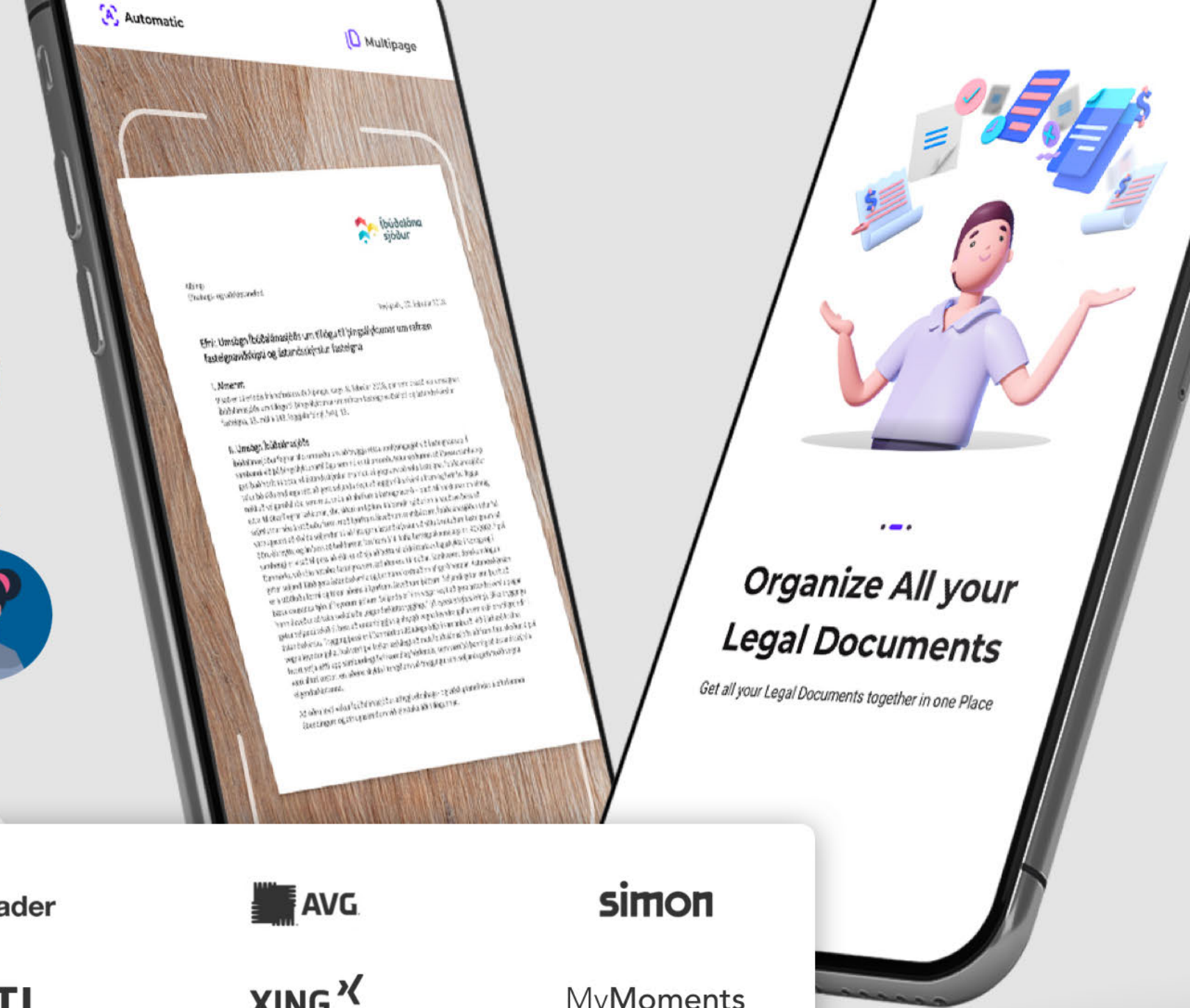
Besides our own company-internal benefits, Harmony also has **multiple advantages for our clients**. Thanks to Harmony we have reduced our implementation times, delivering advanced features without compromising quality, scalability, and testability at a cheaper cost than ever before.

Engineers of different skill sets can now **communicate** efficiently, **work** together, and even **be swapped around** without the hassle of learning an entirely new workflow every time they switch.

Like many other things we produce, Harmony is **Open Source** and publicly available for anyone who wants to benefit from it.



A white rectangular box containing logos of various partner companies, arranged in a grid. The logos include: Worldreader, AVG, simon, NIFTI, XING, MyMoments, AIRBUS, ClassDojo, intel, PeerWell, Medtronic, and skyscanner.



You & MJ

MJ's unique work structure only thrives if we all take responsibility. Here's an overview of what we expect from each other - and the benefits our culture provides.

Contents

Rights & Responsibilities

Mentoring & Feedback

MJ Remote Week

Rights & Responsibilities

Our Rights

Locations are completely flexible - we work wherever we want.

There's no set daily schedule - we can start and finish whenever works for us.

We can take holidays whenever we need to.

We can work on our own hobbies and side projects as long as we fulfill our work with MJ.

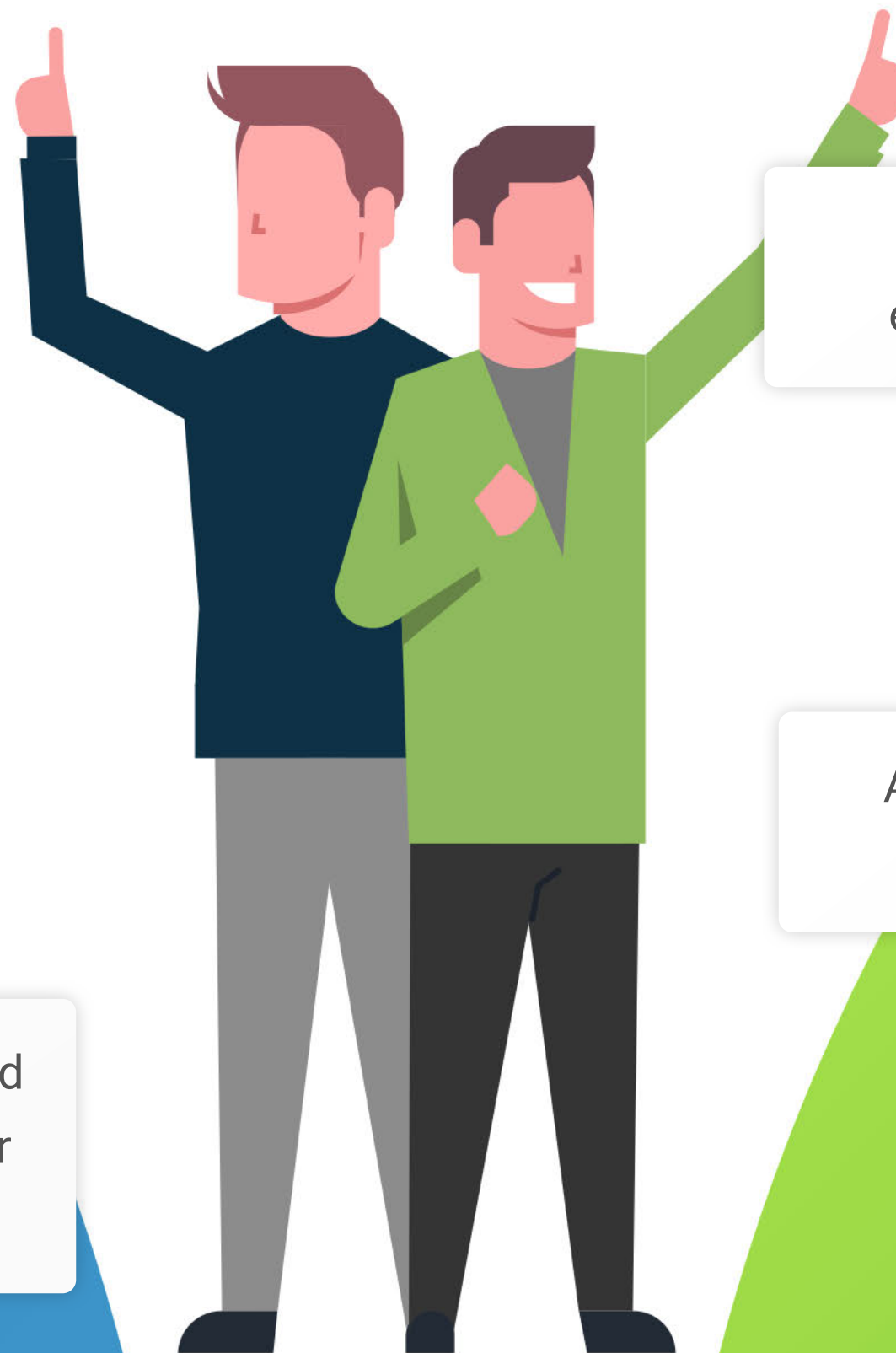
Our Responsibilities

We take ownership of everything we produce.

We take responsibility for managing our projects.

All day-to-day liaison with clients is handled by us.

No matter where we are, we stay in contact with the team.

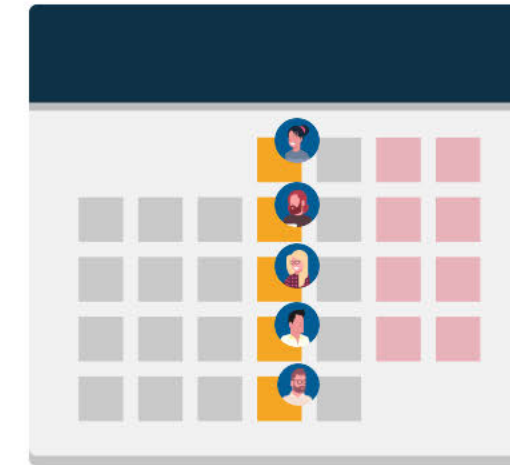


Mentoring & Feedback



Growth and Progression

We're dedicated to the **growth and progression** of our team and are really focused on growing our colleagues' skill sets and abilities.

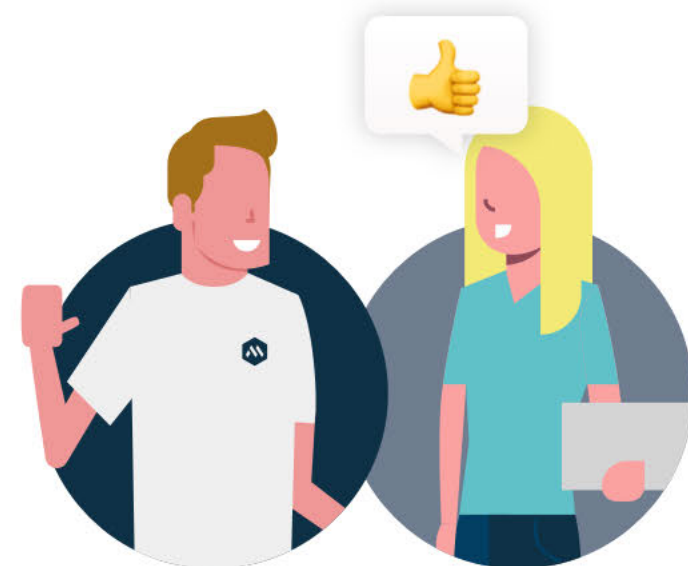
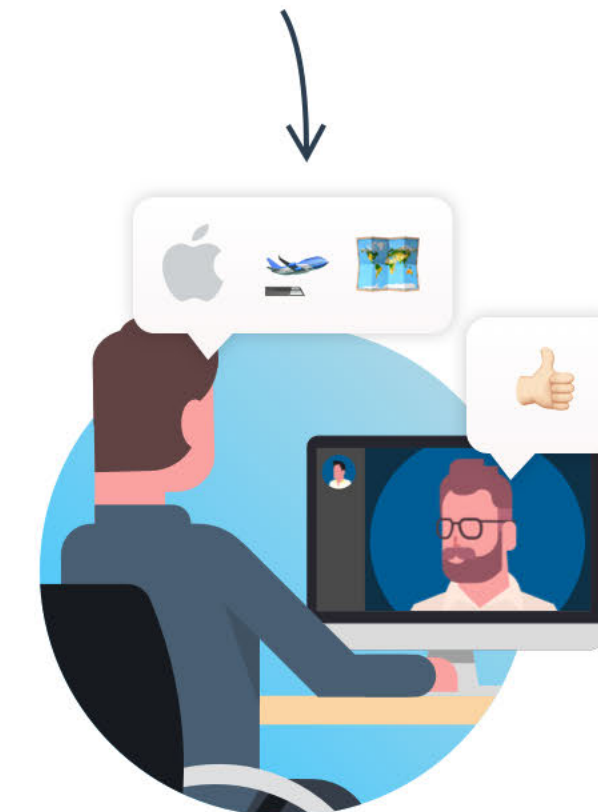


Office Hours

In addition to the mentoring program, we hold bi-annual Office Hours, **designed to grow the skills of our team** through constructive feedback.

Every week one person receives feedback from their team, focusing on the areas they excel as well as the areas they could improve.

During these catch-ups, the team member will also be asked **what motivates them in their career and personal life**. Then Mobile Jazz works with them to realize these ambitions.



Mentoring Program

We provide a mentoring program, with new starters assigned an experienced team member who will **help them integrate into the company** during the first few months.

MJ University

Once a year we stop working for clients for an entire week and instead, focus on self-growth and innovation. Since we're a remote company we decided to gather all the team in a chosen vibrant city for a fully paid remote week.

During the week we run several workshops around the company, specific technologies we want to improve on, security trainings or even fun events like hackatons and other games and activities including surfing, yoga or trail running to name a few.

It was born in 2018 as an experiment to keep the growth as a team rather than beting for individualism, and so far it's been an extremely nice experience everyone wants to repeat every year.

Attendance is mandatory for all team members as we see this as vital to the company's evolution.



Projects

At Mobile Jazz we want to evolve beyond an agency. We're always looking to expand our repertoire and branch into new territory. It keeps us on our toes and helps us achieve our vision of personal growth, while adding value for our clients.

Contents

Products

Experiments

Client Projects

MJ's Vision for Open Source

Products

Bugfender

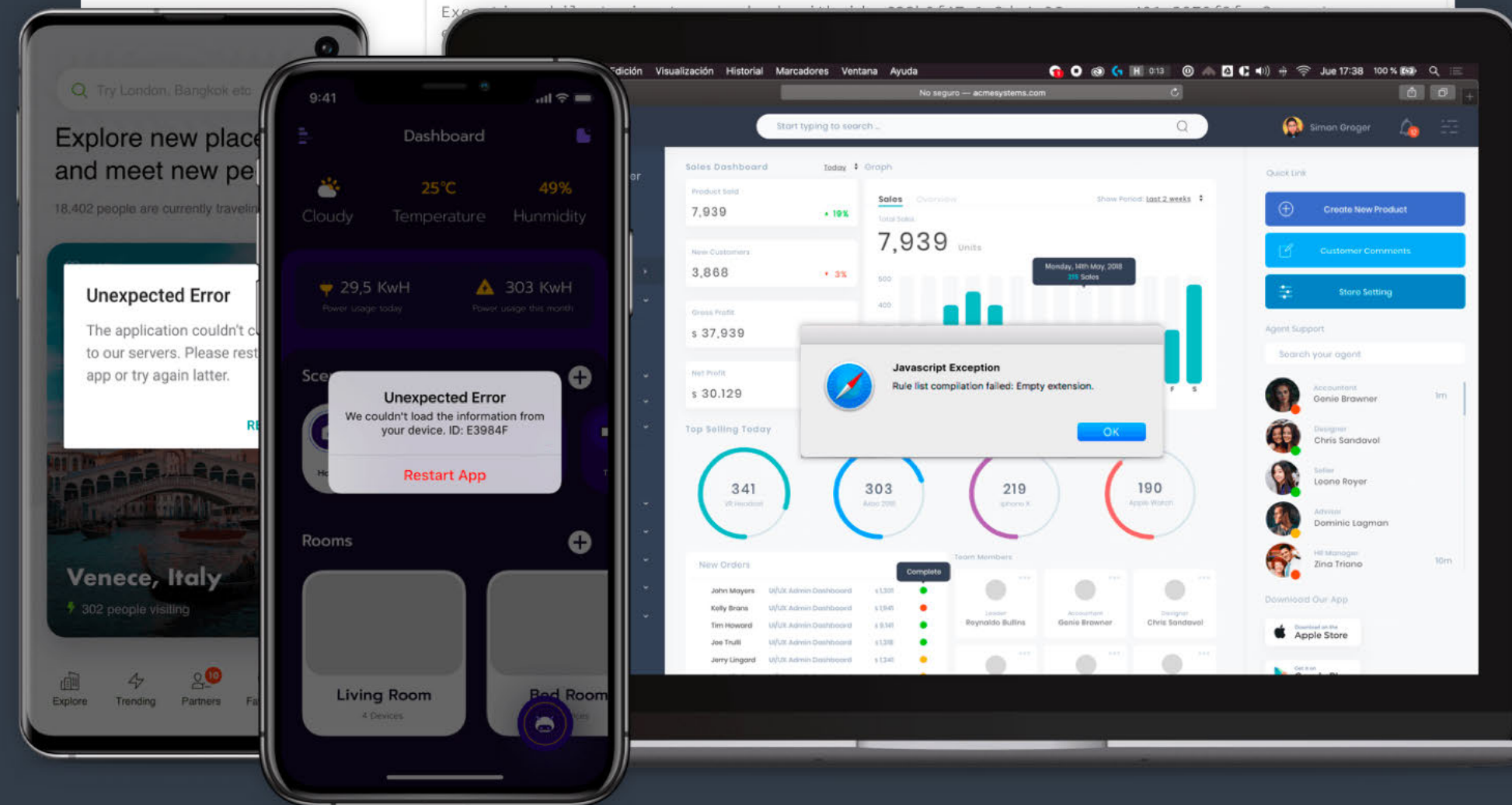
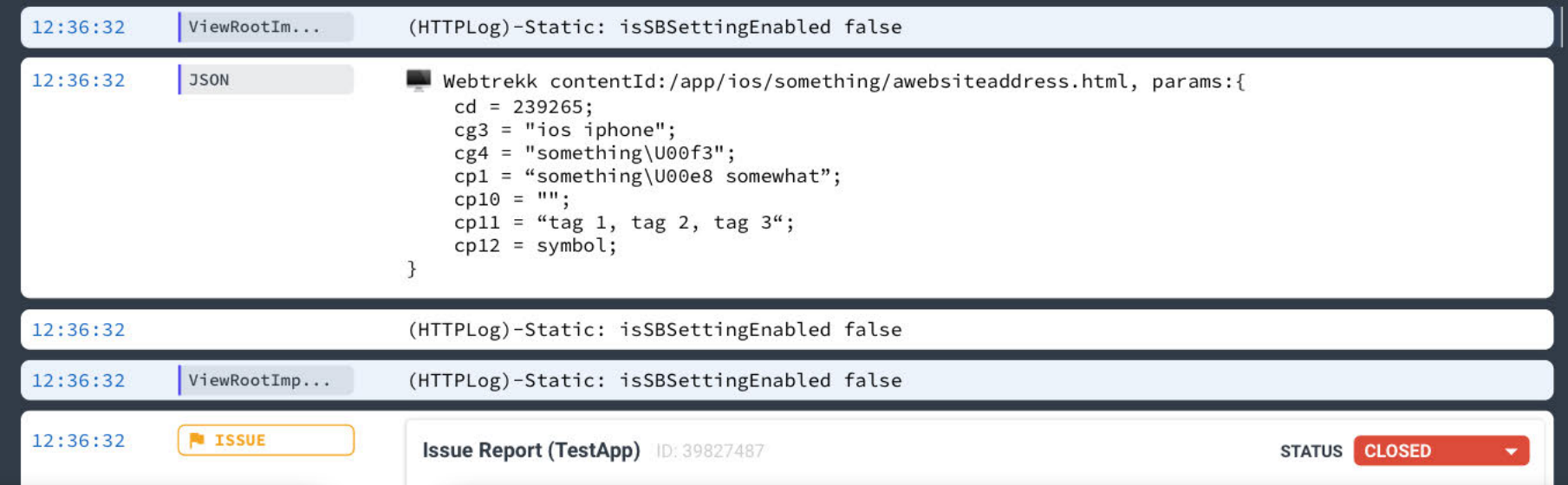
Like many great innovations, **Bugfender came from an experiment.** We were getting frustrated by the challenge of finding bugs in our apps, as our users were spread all over the world and many issues were localized to a handful of devices.

So we started developing our own product and created Bugfender. It's a remote logging service that allows developers to **monitor every single user's device, no matter where they are in the world.**

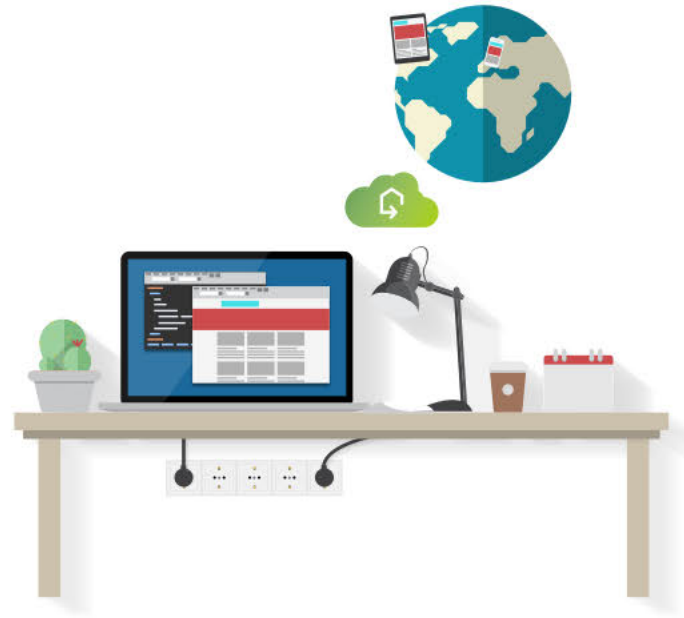
Bugfender eliminates the need for developers to contact users when there's a problem. It also goes far beyond the typical crash report and logs everything about an app's performance, giving developers a forensic view of their product in the real world.

We already have well **over 10,000 users** and the Bugfender SDK has been installed on **over 200 million devices.**

[Visit Bugfender's Website](#)

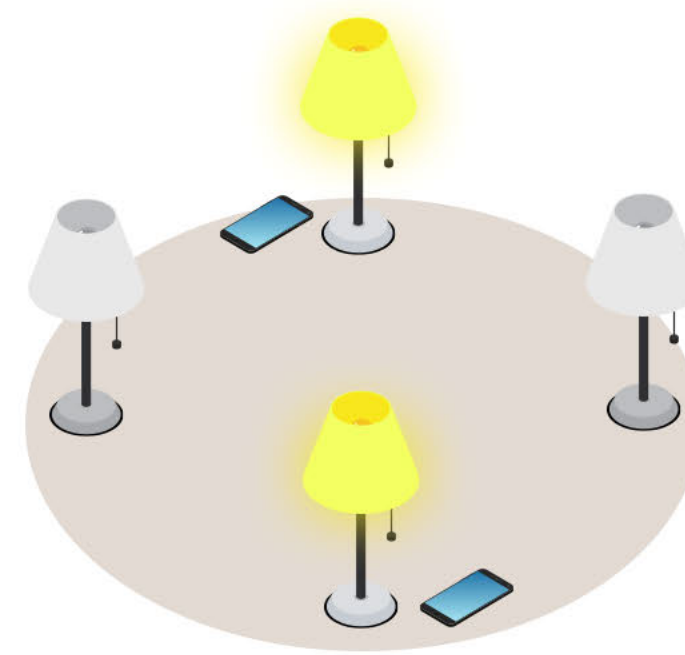


Experiments



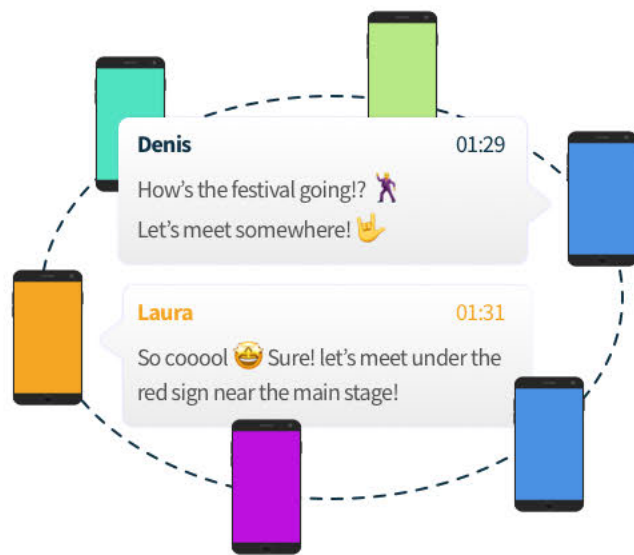
Localname

Our developers built a product that would let the **client see their project without even having to ask**. Suddenly each person in the design process had a single URL, so everyone could see what was going on, all the time - great for live demos during a conference call.



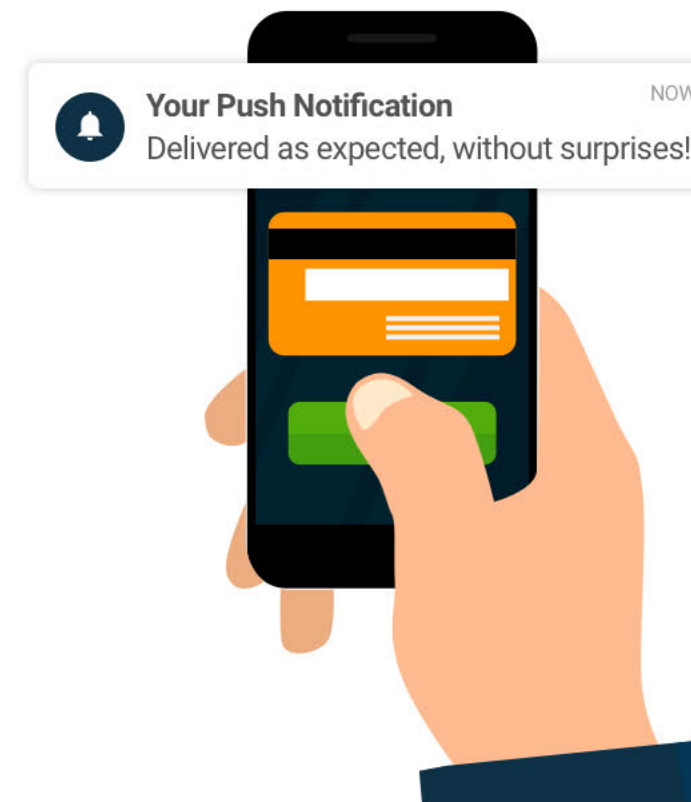
iBeacon Lamps

We wanted to build a tool that could automatically operate the lamps in our office with an iPhone, using iBeacon technology. The core idea was to design an **energy-saving solution** that would automatically turn our lamps on and off based on our physical location in the room.



Jazzy

Jazzy was inspired by the messaging app Firechat, which relies on Bluetooth and WiFi to deliver messages to phones up to 200 feet away in areas **without a cell signal** (such as the annual Burning Man festival in the Nevada desert).



Enterprise Push Technology

Messages are created, processed and sent from the company's own infrastructure, so **there's no need to hand over sensitive data** to third-party providers when it comes to notifications.

Client Projects

At Mobile Jazz, **we love serious challenges.** From applications handling data coming from a set of sensors installed in a fighter jet of the Australian Royal AirForce to a marketing platform helping retailers in Europe drive their social media campaigns.

We keep our team **fresh and innovative** by participating in many different projects (healthcare, education, fitness, aerospace) involving **multiple technologies** (Bluetooth devices, augmented reality, data processing).

Our team highly appreciates the variety of projects we work on and not having to spend eight hours a day working on the same project for an extended time, burning their creativity and ability to grow.

Be it for a startup or an enterprise company, **if it's challenging and exciting, we're all in!**



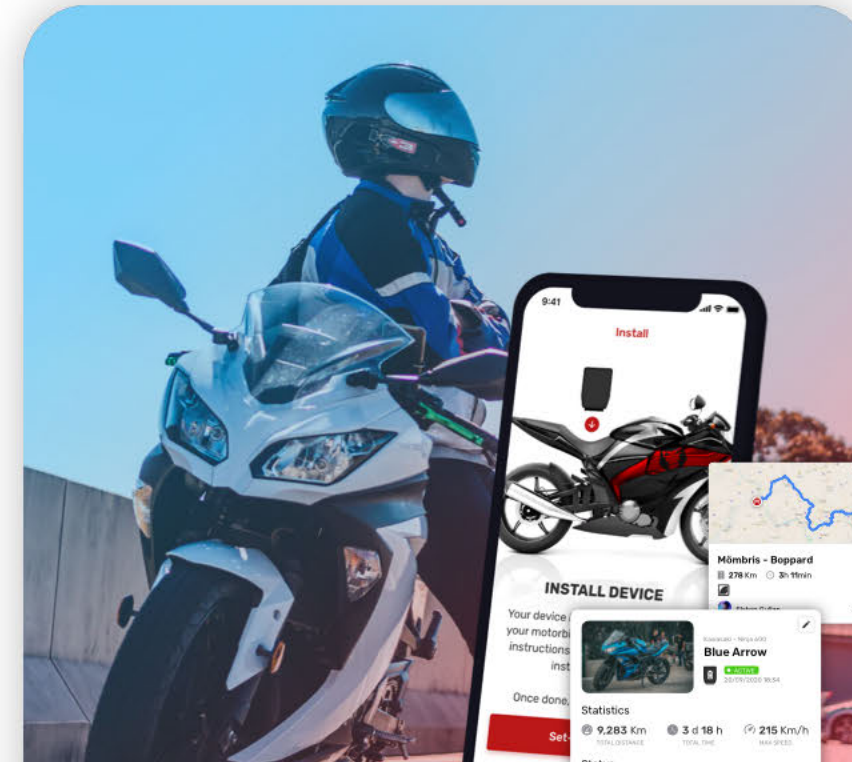
Aerospace & Automotive



We've helped Airbus **make their engineering flow** even more efficient by building an application that tracks assembly times and flags any issues during the aircraft construction process.



Working for an aerospace client, we built an application that collects and **monitors a jet's sensory data performing supersonic flight.**



The perfect companion app for motorcyclists. A combination of a **physical device connected to a digital platform** providing a valuable set of tools for riders to enhance their riding experiences and safety.

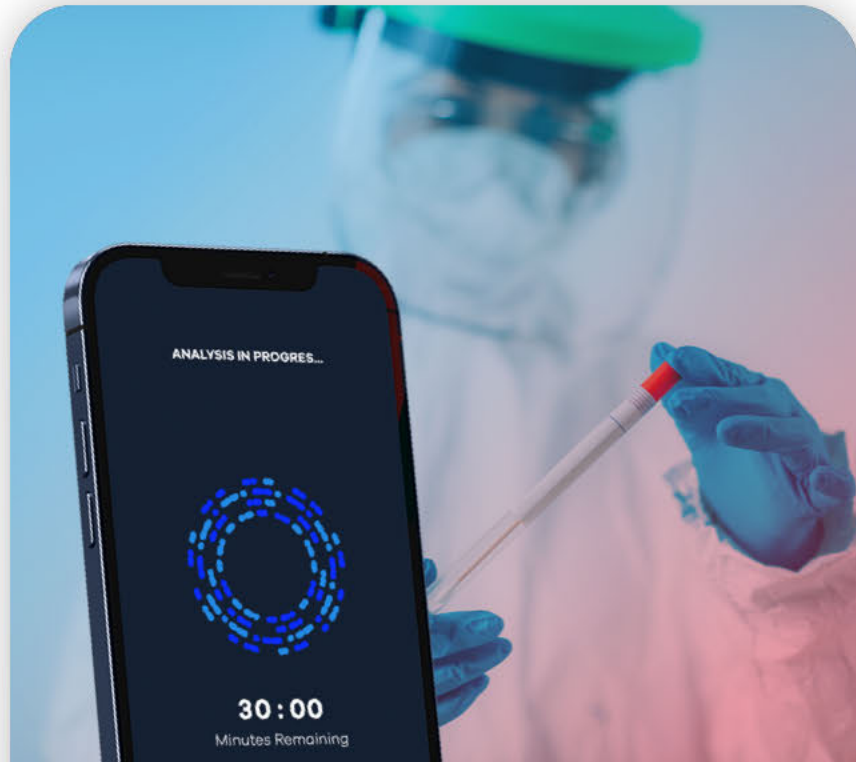


SMART STATISTICS

A digital platform gathering **analytics from bus fleets** providing valuable statistics and performance information. The application is being used by many different operators across Europe.



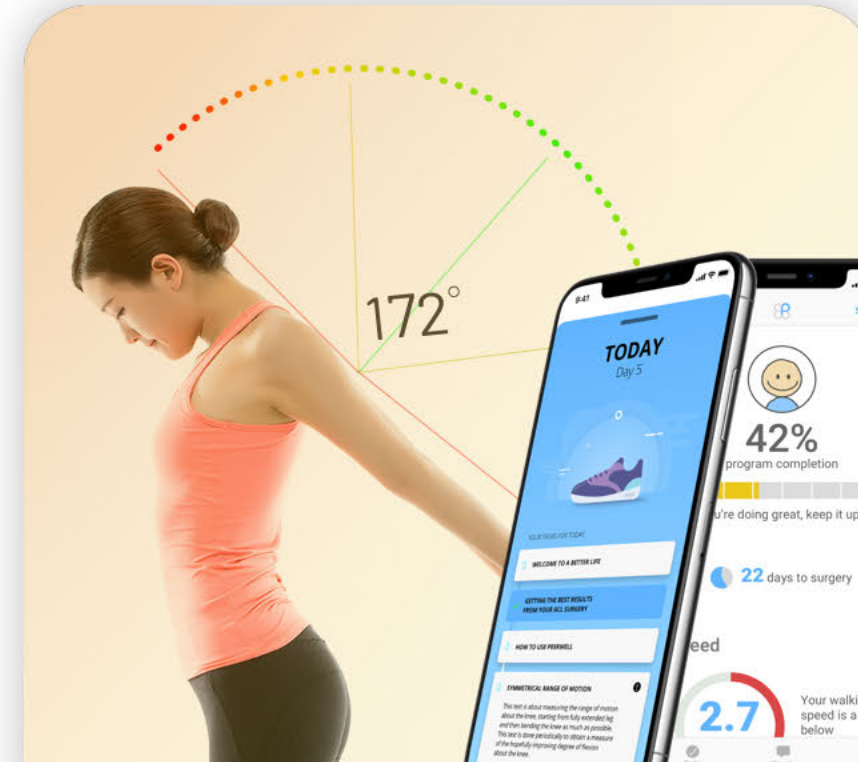
Healthcare & Fitness



We have helped Luminostics, launching an application capable of performing COVID-19 rapid-antigen tests using dedicated hardware and an iPhone. This solution received FDA emergency approval during the COVID-19 pandemic.



Working with global healthcare leaders, we designed, built and maintained a **suite of multilingual websites, applications and tools** to help diabetes patients access the latest information about their condition.



We've helped PeerWell, a healthcare startup, improve musculoskeletal pain management for patients and doctors, implementing **innovative solutions through augmented reality and artificial intelligence** technologies.



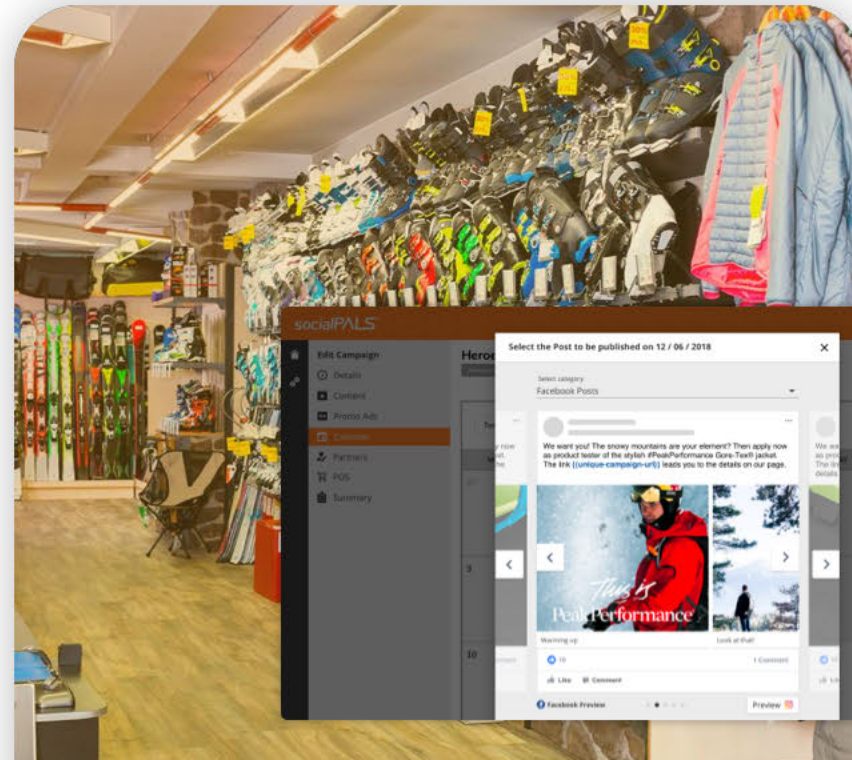
We built a mobile **application which connects to a smart sportswear** suit powered with electrical muscle stimulators. The app offers several training programs to improve the athlete's strength and muscular endurance.

Start-ups



MyMoments

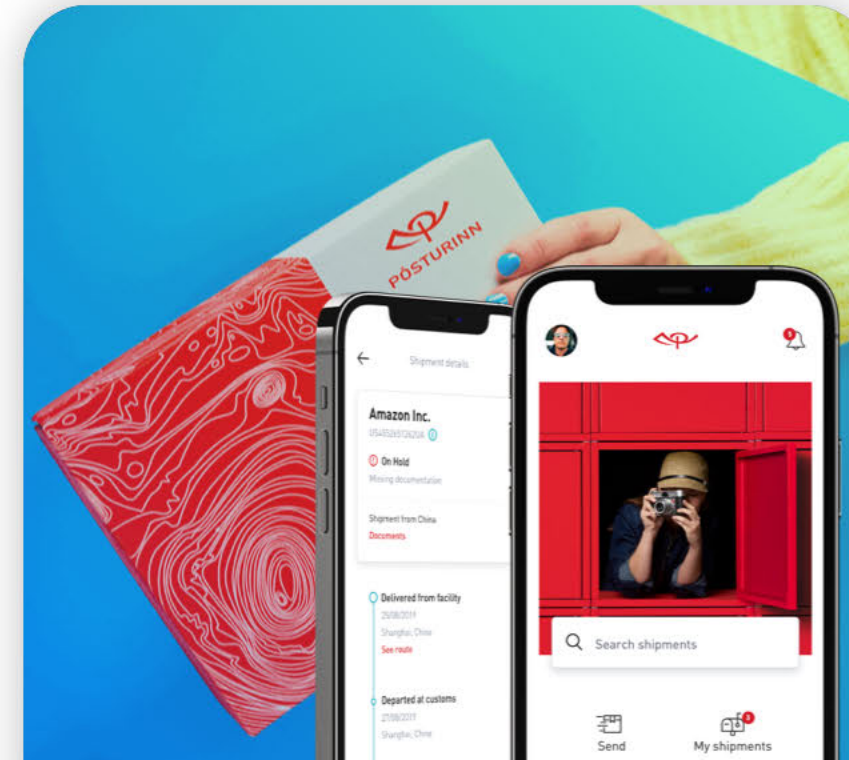
We were privileged to be involved in building the MyMoments app, which enables people to **create images to express their emotions**. The app is already helping many people across the USA finding peace, comfort and empowerment.



socialPALS®

socialPALS wanted to build a revolutionary **automated platform** which could design a brand's entire marketing campaign and share it with their retailers in just a few clicks. We made that vision reality.

Enterprises



PÓSTURINN

We helped **transforming the Icelandic national postal services** with state-of-the-art applications assisting users in enjoying a better, more efficient, and reliable service and bringing their services to a digital future.



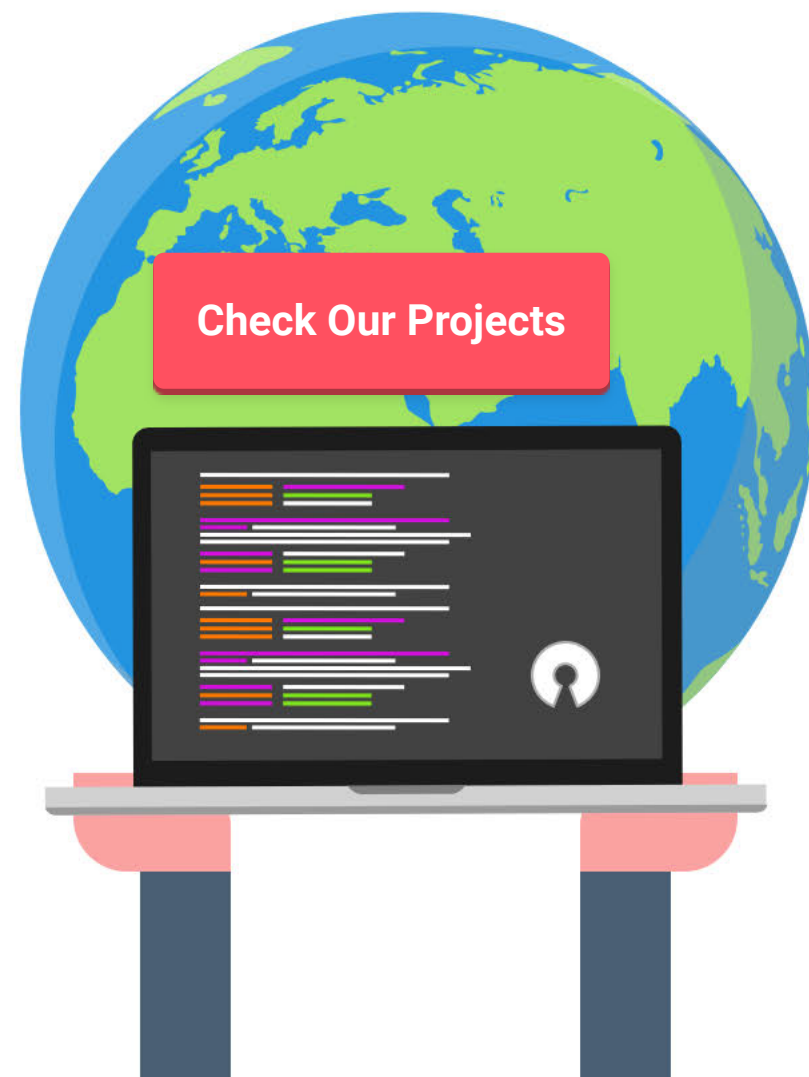
AVG

AVG is one of the most downloaded antivirus apps in the history of Android. Our engineers have played a key role in helping the company **scale and bring disruptive new features** into the Android ecosystem.

Open Source

In this industry there's no point guarding the secrets of your success. Someone else will just figure it out anyway. If you hoard your discoveries, all you're doing is holding everyone up.

At Mobile Jazz we don't want to be a digital version of Gollum, guarding our precious code. We want to **share it with everyone and enhance the global community**. Open source is a crucial part of this process.



If we think our code will be useful to people, we make it publicly available. That doesn't just help other developers; it helps us, too. Open-sourcing has enabled us to build a huge library of **leading-edge products and innovations**. So whenever we begin a new project, we have a headstart.



The one condition is that, if you want to create an open-source project, it must add value to MJ's codebase while **promoting good code and good practice**. And you have to be committed to finishing the project, which can involve a formidable amount of work.

*"We only develop quality open-source projects.
If it's not going to be quality, it's not worth doing."*

More Than a Company

At MJ we want to create amazing adventures, not just amazing products. Check out some of the epic trips we've been on.

Contents

Travel & Adventures

MJ Summer Camp

MJ Workation



Travel and Adventures

Globe-trotting with Mobile Jazz

Over the next few pages we'll take you through some of the cool stuff we do. We hope you enjoy reading about our adventures and get some travel ideas of your own!



As well as **encouraging personal travel**, we organize a series of events around the world designed to **bring us closer together** while having fun and **sharing amazing experiences**.



Wanderlust is one of our proudest traits. **We're all happy nomads** who love nothing more than jumping on a plane and exploring the most exotic corners of the planet.



We actively **encourage our team to spread their wings** and seek adventure. **A core part of O4H is making your job work for you.** If you're having fun and loving your surroundings you're more likely to deliver bold, inspiring work.



MJ Summer Camp

Mobile Jazz was born in Catalonia and we like to go back whenever we can to celebrate the place of our birth.

Summer Camp offers us the chance to **come together and have some fun** in a typically Catalan setting. **Partners and kids are very much welcome** so it's a real family atmosphere, with team members flying in from all over the world.

Both team members and their families are invited! 😄 🙌 👨‍👩‍👧



Where are we going?

Previous locations have included Tarragona, Sort, Odèn and Sant Tomàs de Fluvià. We look for locations with activities such as **rafting, snorkeling and kite surfing** (Stefan is a kite surfing addict and he loves sharing his passion!)

It is compulsory?

No but we really appreciate people making the effort to come along.

Is it paid?

Summer Camp is fully paid.

What do we do?

We've done all kinds of things, from rafting in Sort to exploring the Roman ruins of Tarragona. And we always divide the team into groups, with a different group cooking each night - which can get pretty competitive! If you like your cards we regularly bust out a game of The Resistance (if you haven't played it, be warned: it can cause all kinds of arguments).



MJ Workation

We wondered if it was possible to take our remote working vision to the world's **most exotic locations**. We wanted to extend the concept of **Optimizing for Happiness** to its extreme, giving our team the freedom to work while basking in natural beauty.

So we chose to visit the Thai island of Koh Samui in 2014. After all, if you can work from anywhere, why not beneath a palm tree with a mango fruit shake by your laptop?

This beautiful location, with its crystal-clear seas and perfect white beaches, **took our team ethic to new levels**. The change of scene enabled us to find new reserves of creativity and give our clients an even better service. When those clients found out what we'd done, they didn't want to work with us anymore - they wanted to work for us!

So now we make a point of taking the MJ crew to one of the world's most evocative locations every year. We won't force anyone to come - but no-one needs much persuading!



Where do we go?

As well as Thailand we've been to Cape Town, Bali, Martinique and the Spanish surfing enclave of Tarifa (again, Stefan was very happy when we chose that one!)

What do we do?

Our clients can rest assured that **our productivity never drops** on these trips, and we always work our full hours. But we also find time for hiking, snorkeling and all manner of other fun activities. We've even been known to enjoy the odd Full Moon Party or two!

It is compulsory?

No, but we've found it's not a very hard sell!

Is it paid?

Mobile Jazz will pay for the accommodation provided at least five people attend (this has been the case for every event we've held so far). Flights, food and social costs are paid by the team members themselves.



Thanks for reading.

If you liked our vision, feel free to share it with friends, family and colleagues.

If you have any questions or suggestions, reach out to us at hello@mobilejazz.com

