



Survival guide for applying at Odoo

We want you to thrive and take ownership,
but it comes with a huge responsibility:
we expect you to transform the company.



odoo

A company where you'll feel at home

Table of Contents

Why Odoo?	3
The Company	5
THE PRODUCT	6
THE STORY	7
OUR CULTURE & VALUES	9
OUR MANAGEMENT STYLE	11
OUR TECHNOLOGIES	12
WHAT DO WE EXPECT FROM OUR COLLABORATORS?	12
Career Path	15
WHAT CAN YOU EXPECT?	16
WHAT WILL BE YOUR SALARY?	16
THE TOOLS TO HELP YOU EVOLVE	17
Join us	21
WHAT'S GREAT ABOUT THE JOBS?	22
THE SHORT RECRUITMENT PROCESS	22
Our Offices	25
Work Hard, Play Hard	33

Why Odoo?

Applying for a job is always challenging, but finding the right one can change your life.

Let's be honest, nobody's perfect - not even us. Working at Odoo isn't always easy, but it'll likely be the best working experience you'll ever have.

Sure, working at Odoo can be demanding at times, but it's always fun - no matter what.

It won't take long to discover just how different this company is from the others. For example, people here do *not* wear suits¹. They value intelligence over hierarchy, and they are free to be themselves. Also, the HQ is basically a renovated farmhouse! How cool is that?!

Here, we value employee growth more than anything. At Odoo, you'll evolve much faster than at any other company, regardless of your job position. You could be a salesperson, consultant, or developer - it truly doesn't matter. Whatever your position, you're sure to gain 5 years' worth of experience in just 12 months at Odoo.

In this little guidebook, we'll introduce you to our company, our values, and show you why Odoo is different from any other company in the world. We know choosing a job isn't easy, but this guide will show you why Odoo is the right choice!

Here at Odoo, employees transform our company, and our company transforms the market. And we want **you** to be part of it!

Hope to meet you very soon,

A handwritten signature in blue ink that reads "Fabien". The signature is written in a cursive, slightly slanted style. Below the name, there is a long, horizontal blue line that starts under the 'F' and extends past the end of the name.

Fabien,
Founder

¹ To be fair, you might find a few suits in the sales department. (I mean, you wouldn't sign a contract with someone wearing a T-shirt and flip-flops, right?)



01.

The Company

"When the CTO asked me to come to his office (for the Wavestone project), I was afraid he wanted to talk about the butt photo I shared, via the photo booth, during the Odoo Experience" - TXX¹

¹ All our collaborators have a personal trigram made from their first and last names.

THE PRODUCT

Odoo s.a. (the company) develops a business management software named: Odoo (the product).

No, it's not the most *original* name, but it's definitely easy to remember, wouldn't you say?

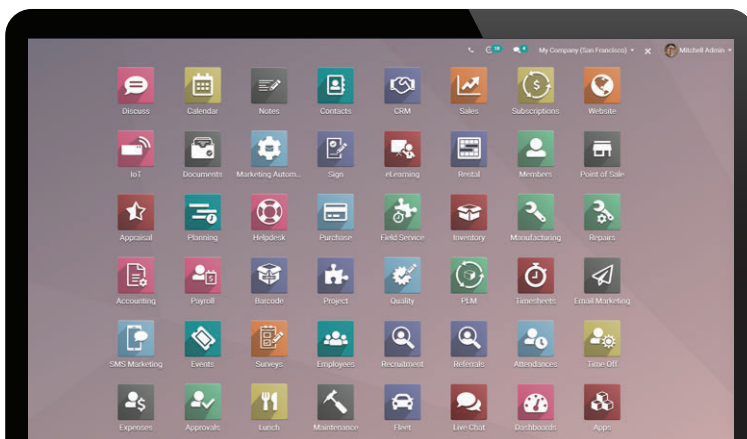
This management software consists of an impressive suite of business applications, such as Sales, Accounting, Inventory, HR, Project, CRM, eCommerce, and so much more. All these applications are integrated with one another. That means any data that's added into *one* app is automatically synchronized with *every other* app that could utilize the data, as well. Talk about convenient!

For example, when you sell a product to a customer, you enter the customer details in the CRM app. Then, from the Sales app, you create the invoice. Once that's done, the accountant (using the Accounting app) sees the invoice directly, and your colleagues working in the warehouse see that they need to pack a sold product, thanks to the Inventory app.

And *that*, ladies and gentlemen, is called: **Integration.**

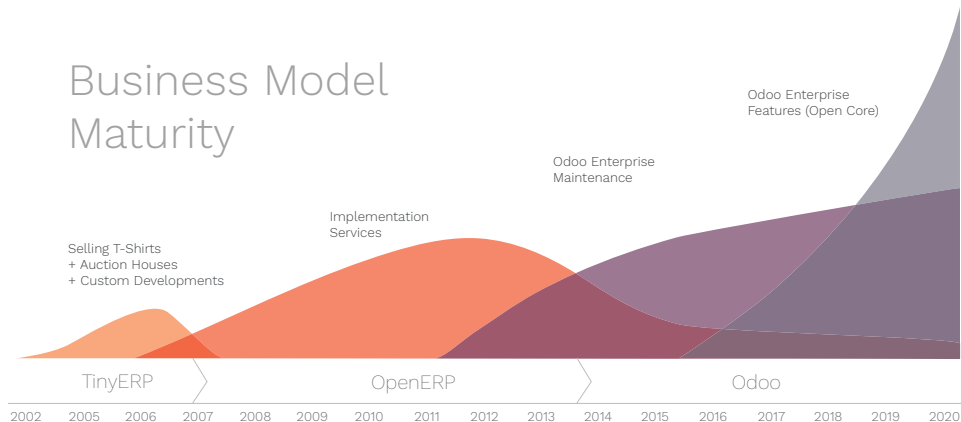
Our mission is to make our software as intuitive and user-friendly as possible. That way, any new user (of any experience level) can easily find their way around without any issues whatsoever.

To put it simply: Odoo helps business owners manage every aspect of their company, from A to Z, in just a few clicks!

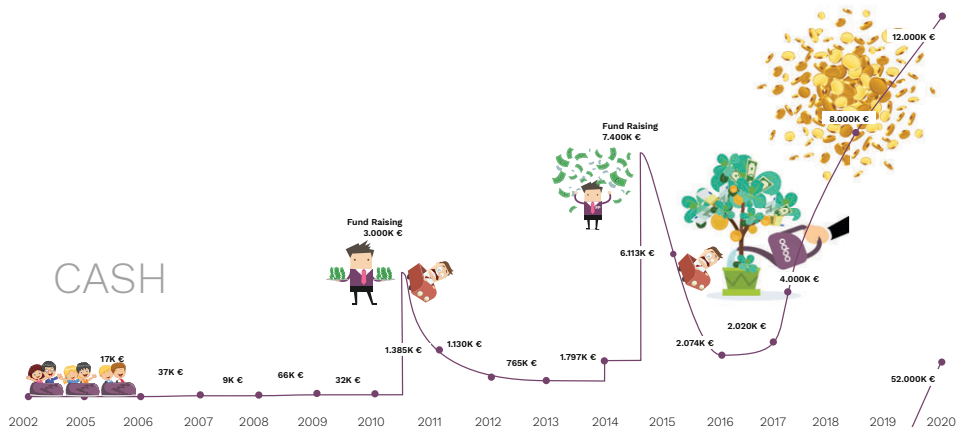


THE STORY

Business Model Maturity

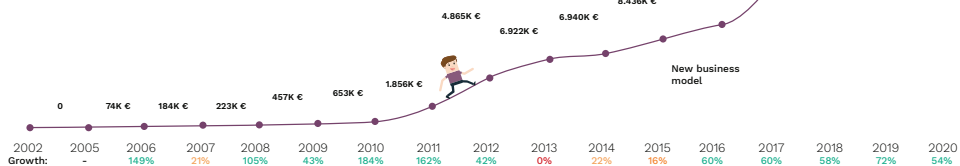


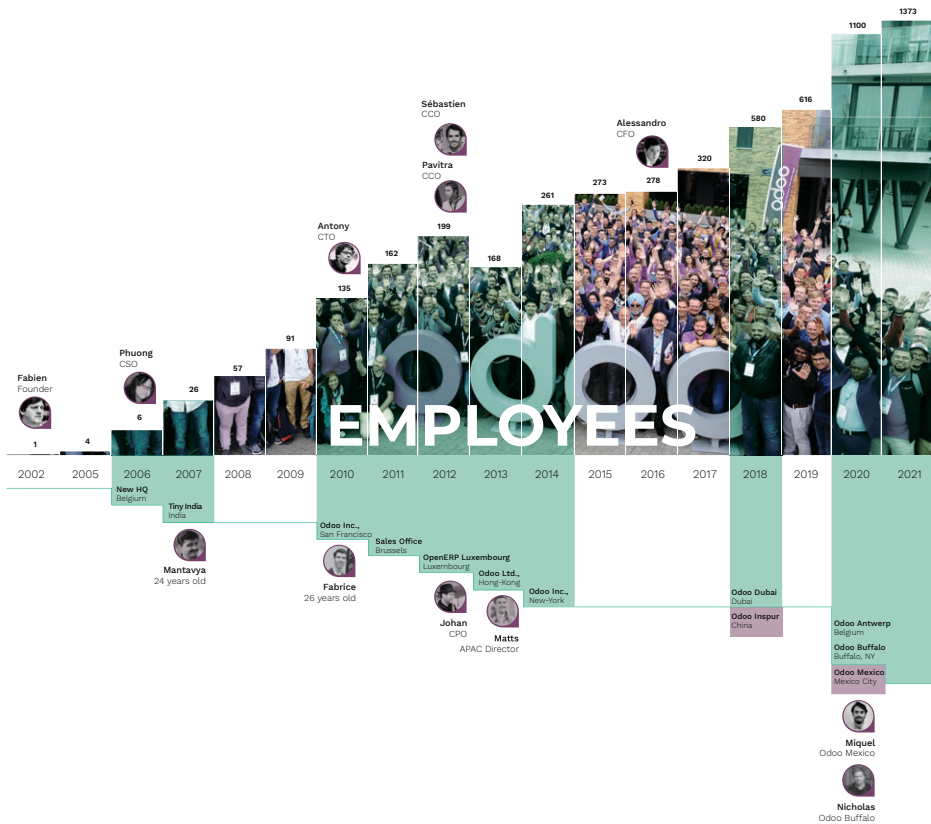
CASH



REVENUE

Last 10 years' average growth: 69%





Software Evolution



OUR CULTURE & VALUES

Open-Source

Odoo strives to be one of the top Open-Source¹ contributors in the world. One of our core beliefs is that knowledge should be free for all. We also think that making code available to the masses is *awesome*, and working with communities is immensely instructive.

Why Do We Do Odoo? ²

Companies are inefficient by nature. Employees struggle with repetitive tasks, overloaded mailboxes, and administrative duties that could've (and should've) been automated years ago. Accessing information and manually inputting data like this is a major waste of time.

Imagine a carpenter without his tools. That would make him the worst carpenter in the world, right? In no time at all, the carpenter would grow increasingly frustrated by his inability to perform his duties in an efficient manner. This frustration would force him to eventually hate his job. But can you blame him? Without the right tools, it was impossible for him to get things done.

Similarly, you may be surprised to learn that most SMEs don't have the right tools for their employees. Oftentimes, it's not because they don't want them, it's because they can't afford them. Or, in some instances, it's because they don't even know they exist. These people simply learn to live with their issues. Or, even worse, they don't even see them as issues as time goes on.

This inefficient method of management has a cost: depression at work reaching sky-high levels.

¹ Open-Source software development is a peer production, where products (such as source code, blueprints, and documentation) are freely available to the public.

² The title should be, 'Why Did We Create Odoo' but we like the sound of this one!

People want to be useful and contribute, but complex corporate processes leave them feeling stuck and hopeless. As a result, they get bored and start to overload themselves with pointless, mundane details.

This is the problem we want to fix. But we know it's not easy. SAP and Microsoft have already invested billions into the SME market - and even *they* failed.

Only 15% of SMEs are equipped with an integrated management software, and most of them aren't even happy with their solution. It's true!

This challenge is so big, we're going to need everyone to keep us moving toward that same, shared goal: To build software (and a service) that nobody else has successfully created yet.

We don't have the *luxury* to get distracted, but we have the passion, knowledge, and determination to achieve this game-changing goal - but we'll need *your* help to get there!

How do we make decisions?

Our decisions are driven by 5 main principles:

- **Build for the Long Term**
- **Focus on Users**
- **Execute Faster**
- **Keep Things Simple**
- **It's OK to Fail**



Our Strength Is Our People

Honestly, Odoo is full of smart, friendly people. They are all happy to help you learn the “ins and outs” of the company, thanks to our friendly and open work environment.

In terms of creating an ideal work environment, we value:

- **Autonomy:** we expect *you* to be autonomous and take initiative
- **Evolution:** learn fast and improve your skills
- **Adaptability:** as Odoo grows a lot, people have to constantly adapt to this evolving environment.

These three values are usually translated into having “good team spirit,” where people discuss and improve their skills *together*. We think it’s great that people have the freedom to be themselves here.

OUR MANAGEMENT STYLE

At Odoo, we like relatively flat hierarchies. We believe the best way to allow everyone to make an instant impact on the company is to shorten the path to the decision-makers. Traditional management practices recommend a maximum of 7 direct reports for each manager. We do the opposite. To limit layers of management, we usually don’t create a management position, if there are less than 7 direct reports.

Internally, we promote leaders. They help their colleagues evolve.

Our managers are very open. Obviously you can’t always agree with what they do, so don’t be afraid to ask questions, suggest improvements, or provide constructive criticism. Managers don’t judge people because of their ideas. We can’t always come to a consensus on everything, so we’ve developed an “agree to disagree” mindset.

At least, everybody can agree on *that!* :)

OUR TECHNOLOGIES

The main tool we use is Odoo, itself. We manage everything in Odoo - from Sales, HR, Marketing, and Project management...we even use Odoo to order a sandwich for lunch!

When you start at Odoo, you'll receive a laptop.

This is your main tool for work, but you won't be limited by it. Feel free to install any Operating System you'd like (Linux, Ubuntu, Arch Linux, Windows, etc). And, just so you know, this brand new laptop will be featured with a SSD.

If you work in the R&D department, you'll be happy to know that we work in the UNIX environment, and we code with Python and Javascript. So, don't worry - the Cobol language *stays* with dinosaurs.

Also, we don't hire "code monkeys." You won't have specs of 80 pages to code here. Nope.

At Odoo, we expect you to do *more* than just execute. We encourage all employees to take initiative, approach the project as their own, and suggest ideas whenever they can.

We trust you. We're confident that you won't just do well - you'll do GREAT!

WHAT DO WE EXPECT FROM OUR COLLABORATORS?

Learn & Evolve

We want you to learn and evolve fast! It's ok to fail. It's ok to ask "stupid" questions. It's all about learning as much as you can - as *quickly* as you can.

Be Flexible & Responsible

At Odoo, we are all in the same boat. We are all responsible for helping the company move forward, and fixing things when shit happens.

Be Open

Odoo is a dynamic company. We want you to be open to change, open to trying new things, and transparent when you communicate with colleagues or customers.

Be Positive

The quality of our working environment depends on everyone's behavior. Always approach things in a positive and optimistic way, and avoid criticising other team members or customers.





02.

Career Path

"Let me remind you that you're talking to a human being!" - CDM, talking to a client

WHAT CAN YOU EXPECT?

Odoo doesn't offer you a typical career path. At most companies, you may start as an "Associate" and end as a "Partner." In those traditional companies, each step can take anywhere from 3 to 7 years.

At Odoo, we avoid predefined career paths, and offer everyone their own personal career evolution.



Some people aspire to become managers, others are determined to become experts without managing people, some want to evolve horizontally across departments, and others want to discover new cultures by working in different countries. At Odoo, we think everyone should have the power to control where (and how) they evolve.

WHAT WILL YOUR SALARY BE?

The salary and responsibilities you get at Odoo do not depend on your position in the hierarchy. They are based more on experience, skill, and the impact you have on the company.



We have implemented a flexible salary policy. Based on a company cost, we let the employee choose how they want to structure their salary & advantages: the gross salary, number of holidays per year, company car, fuel card, etc.

You can estimate your salary range with our *spanking new* Salary Configurator! Check it out on www.odoo.com/r/salary.

THE TOOLS TO HELP YOU EVOLVE

Instead of a pre-defined career path, we have a set of tools to help you evolve the way you want. It's up to you to use these tools to build your career path.

What you learn, and how you evolve, at Odoo will largely depend on what *you* make out of your opportunity here¹.

Appraisals

The annual appraisals are essential to ensure everyone continues to evolve.

Coaches / Gurus

Large departments (R&D, PS, Sales) have a coaching program, where experienced team members coach new employees, organize training sessions, conduct code reviews, brainstorm on strategic issues, and much, *much* more.

¹ And, as we continue to grow, there will be more opportunities here than at traditional companies. Think about it this way; we are 450 people today. At 40% growth, that means we'll have 1,200 employees in 4 years!

Inter-Department Moves

Similar to the exchange program, we also promote moves from one department to another. Personal development is more important than retention in a team.

Exchange Program

The exchange program allows employees (with 2 years of service) to apply to a similar position in a subsidiary of Odoo in another country (see "Our Offices", p 23). We believe learning overseas is a great way to acquire new experiences and develop your worldview.

Training Sessions

We invest a lot in internal and external training sessions. We think everyone at Odoo should have at least 12 days² of training per year.

Books

Reading books is a great way to learn and evolve faster. So, we encourage everyone to read as much as they can. Our policy: You can buy *any* book, and Odoo pays the bill.

Extra Projects

In addition to these, we have some transversal projects you can join to learn the disciplines of others. The main event is the annual **Odoo Experience** in Belgium, which involves a lot of people, conferences, event organization, customer relations, marketing, video content, music from the "Odoo Band", Belgian beers, and more!.

² Could be permanent training, full days of training, etc.



The Odoo Band playing at Odoo Experience

Internal Promotion First

When we open key positions, we heavily consider internal candidates first and foremost. It helps us preserve the culture of the company and offer more opportunities to our hardworking employees.

Job Titles

We value people based on what they contribute to the company, not their job position³. To reduce the impact of the unspoken “status symbol,” our policy is to let everyone choose their own job title.

³ Managers are not better than employees, they are just at their service.



03.

Join us

"When you are the last one to go out, and lock the door... make sure you are THE LAST one! Had to jump from a window last night to get out >_<"
-- NFL, mail to All Belgium.

WHAT'S GREAT ABOUT OUR JOBS?

- Great team full of incredibly smart people, working in a friendly and open culture
- No rigid hierarchy with dumb managers, no stupid tools to use, flexible hours
- No time wasted on enterprise processes, everyone is assigned real responsibilities and autonomy
- Deal with interesting people; SMBs' CEO, CFO, CTO, etc.
- Learn about different countries and different business sectors
- Large apps scope: CRM, Accounting, eCommerce, Inventory, HR, Project Management
- Direct coordination with functional consultants for qualification and follow-ups

THE SHORT RECRUITMENT PROCESS

So, how do you get a chance to become an *Odooer*? It's simple.

1. Check out our job profiles at www.odoo.com/jobs.
2. Watch our company video at www.odoo.com/r/HRvideo.
3. Get to know what we do by spending some time on www.odoo.com. (By the way, there are **great** videos on www.odoo.com/page/tour).
4. Finish reading this book! We promise, you won't be disappointed. We explain how we'll get in touch with you!

Technical Profiles

First, we'll send you a technical test to take from home whenever you want. You can choose any language. If you pass this first test, you'll be invited to Grand-Rosière for another short test, and to meet your potential manager.

If everything goes well, we'll send you an offer through our Salary Configurator.

Sales & Business Analysts Profiles

We'll start with a phone interview. If that goes well, we'll invite you over to get a chance to know you better, and conduct a second (or third) interview - depending on the department.

We'll give you some business cases, and ask how you would deal with them. These interviews are more of a discussion to discover your logic and personality. Also, if your profile matches *other* open positions, we'll definitely suggest them to you, as well.





04.

Our Offices

"What? Are we really buying a new farm?! C'mon, that's like if Steve Jobs bought all the garages because he started in his garage." - MVE



GRAND-ROSIÈRE, BELGIUM (GR)



THE farmZ!

Our headquarters are lost in the Belgian countryside. We have two farms in "GR."

In "Farm 1" (where everything started), you'll find the Services, HR, and Admin departments. In the summertime, BBQ parties are held in the courtyard. In the wintertime, *Mama Christine* spoils us with her delicious, homemade soups - twice a week!

Recently, we decided to create a Silicon Valley in *Wallifornia*. Today, we are the happy owners of a newly renovated "Farm 2," where the R&D department evolves. The two farms are so close to each other, we can scoot from one to the other!



BRUSSELS, BELGIUM



The Odoo sales floor lives at the pace of the bell and the ping-pong ball. Don't be surprised to hear a bell ringing and people clapping - those are GOOD sounds - it means : we're making money!

The office is surrounded by shops, restaurants, and a mall. You can even go to the hairdresser's during your lunch break. But come back quickly (with your new haircut) to call all the leads that are waiting for you!

In early 2021, this office will move to Louvain-La-Neuve, and into a brand new renovated office. When that happens, the sales department will then be split between LLN and Antwerp.

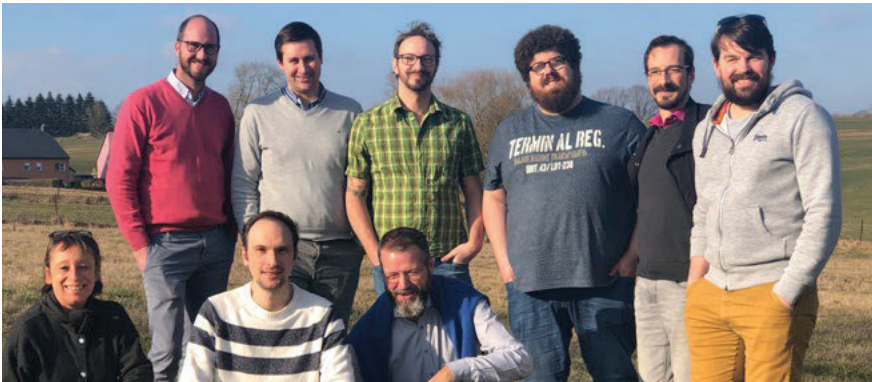


ANTWERP, BELGIUM



The recently established Antwerp office is located in a vibrant neighborhood in the metropolis, with lots of bars and restaurants. The team is occupying the 4th (and highest floor) of a modern glass building. But not to worry! The sales floor is fully air-conditioned, so you can keep a cool head during those hot summer days (or when things get heated during a ping-pong game at lunchtime).

GARNICH, LUXEMBOURG



These *Odoos* really enjoy working with our customers, whilst collaborating remotely with their Service Consultant colleagues in Belgium. The Luxembourgish are also working hard to convince the Belgians to come over to Garnich on a regular basis to share their experience (and a couple of local beers).

DUBAI, UNITED ARAB EMIRATES

Odoo is like a big family, and when we decide to open up new business units, we like to give our employees the chance to spread the word!



In fact, back in the Fall of 2018, two colleagues were offered the opportunity to go to Dubai, in order to set up our Dubai branch, and create Odoo DMCC. Today, we have 47 *Odoos*, who take care of the Middle East market from that office.

GANDHINAGAR, INDIA



Odoo India office, officially called TinyERP (Fabien's first love for a company name), is located in one of Gujarat's IT hubs called, InfoCity.

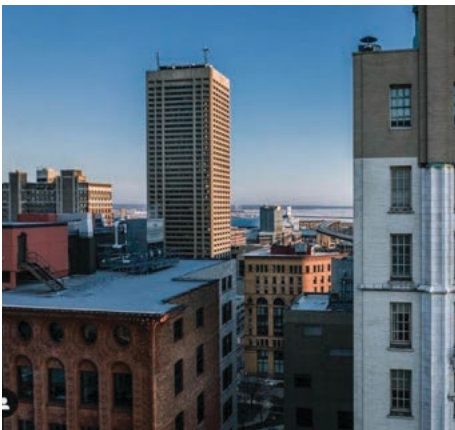
Believe it or not, Odoo India is the only office with absolutely no dress code, a 5-day work week, and we couldn't be happier about it!

HONG KONG, HONG KONG



Our APAC office is located on Hong Kong Island - in the dynamic (and slightly hipster) neighborhood of Sai Ying Pun. They work hard to shout louder than our competitors, and make sure that everyone in Asia knows who we are.

BUFFALO, UNITED STATES



The Buffalo office has been strategically established to better serve clients and partners in the Eastern half of the US. The office is located in the “Tower” - the focal point of Buffalo’s downtown district, which overlooks Lake Erie and the Buffalo-metro area. If you’re in town, be sure to stop by for a beer/coffee and some good conversation!

SAN FRANCISCO, UNITED STATES

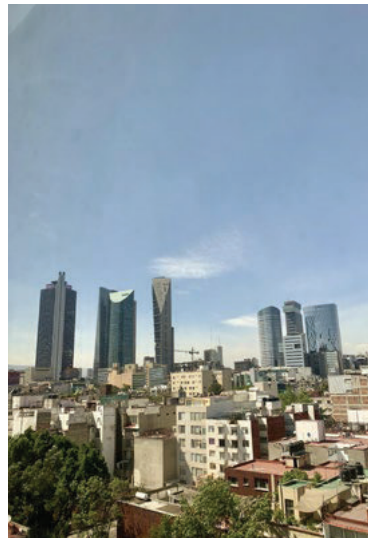


The San Francisco office is an idyllic blend of cultures. They manage North and South America, with employees from over 10 different nationalities. Imagine the lunches: a great mix of guacamole, fries, tacos, and Belgian chocolate!

MEXICO CITY, MEXICO

Colonia Juarez is a very centric neighborhood, filled with local restaurants, stores, art galleries, and start-ups - just like us. It is a very well connected area, which makes it super easy to hop around the city, and explore its different neighborhoods.

Given that our office started in the middle of a pandemic, we've had to face some unusual challenges: 100% work from home, training & recruiting remotely, etc. But still, despite all of those unforeseen hurdles, we've been able to build a cohesive team of smart, energetic people!





odoo

odoo

05.

Work Hard, Play Hard

"For the vegetarian people, we are going to order some chicken brochettes" - An emailed BBQ invitation to the whole company :)

We can work hard, but we need to have fun, too. Here are some of the cooler advantages we offer to all employees.

UNLIMITED AFTER-WORK PARTIES¹

If you organize a BBQ & Beers event at the office, after working hours, Odoo pays the bill.

Anyone can organize an activity “at the office.” There is no validation process.



For example, we have the Saint-Nicolas, or even LAN Parties. Every few months in Grand-Rosière, employees take the initiative to organize a game night (video games or board games). Sounds like a blast, right?

AFTER-WORK SPORT

If you organize sports with Odoo colleagues, Odoo pays a maximum 12.5€/15 per employee.

TEAM-BUILDING & EVENTS

We have a series of team building and events per year: Sales & Service Kick-Off, etc.

¹ In some companies (Belgium, India), people organize drinks or game nights. In others (San Francisco), a member of the team prepares funny presentations about one of their passions.

Notes



Apply now

odoo.com/jobs

