



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 Content

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 it can be a life changer.

Let's be honest, we are not perfect, working at Odoo is not always easy; but it can be **the best working experience you'll ever have.**

It's challenging, but fun. You'll quickly find that **this company is different** from the others: people here do not wear suits¹, they value intelligence over hierarchy, they are free to be themselves, the HQ is basically a renovated farmhouse,...

But we value employee growth above all, **you will evolve much faster** here than in any other company. No matter what your job position - be it sales, consultant or developer, you'll pack in 5 years worth of experience in 1 year at Odoo.

With this little guidebook, we'd like to introduce you our company, our values and show you why Odoo is different from any other company you'll apply at. We know it's not easy to choose the right job, but we hope this guide will help you feel what Odoo really is.

Employees transform our company, and our company transforms a market. 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. A single horizontal line is drawn underneath the name, extending from the start of the first letter to the end of the last letter.

Fabien,
Founder

¹ You might find a few suits in the sales departments though. (You don't sign a contract with a customer 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 my butt photo shared via the photo booth during the Odoo Experience" - TXX¹

1

All our collaborator have a personal trigram made from their first and last name.

THE PRODUCT

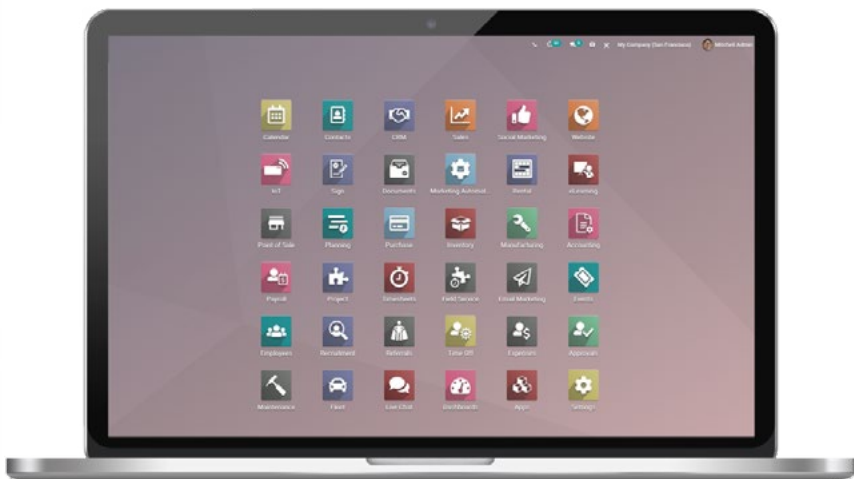
Odoo s.a., the company, develops a business management software named Odoo (not that original, but simple, isn't?).

This management software is a suite of business applications such as Sales, Accounting, Inventory, HR, Project, CRM, eCommerce, etc. All these applications are integrated with each other, which means that any data added in an app, is synchronized with the other apps that could need that data too.

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 it's done, the accountant who uses the Accounting app, sees the invoice directly and your colleagues working in the warehouse, see from the Inventory app that they need to pack the product sold... that's called integration.

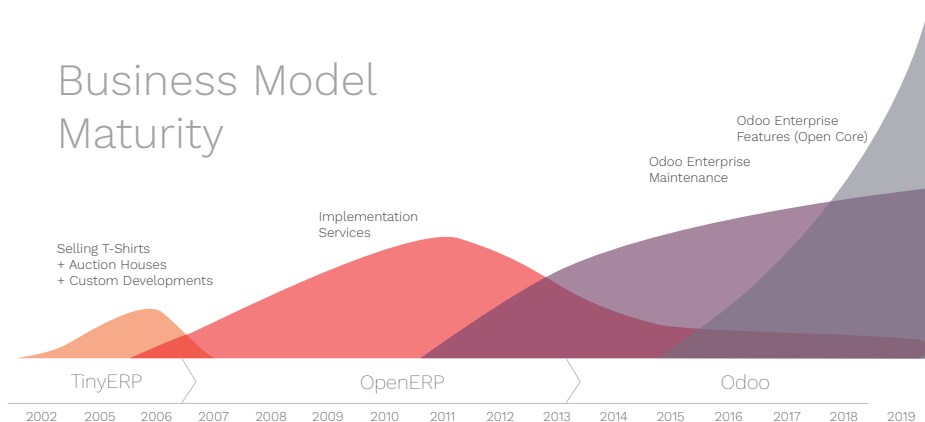
Our priority is to create a user friendly software, so that any new user can find their way easily around it.

So to put it simply, Odoo helps business owners to run their business from A to Z.

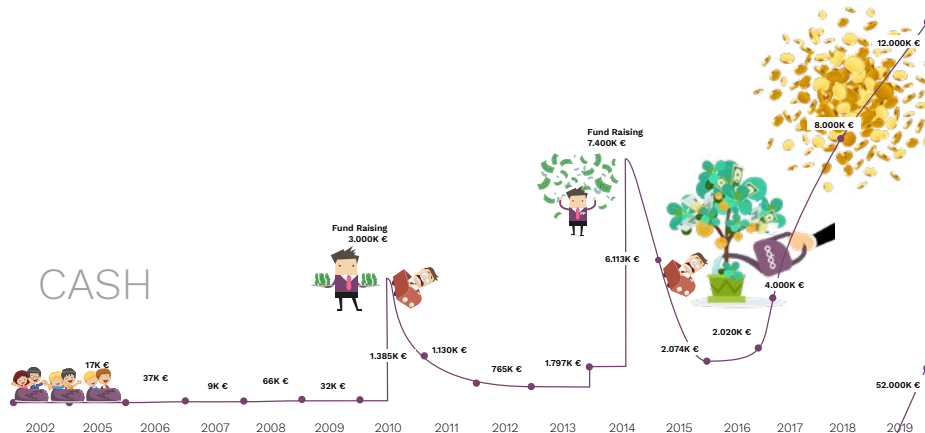


THE STORY

Business Model Maturity

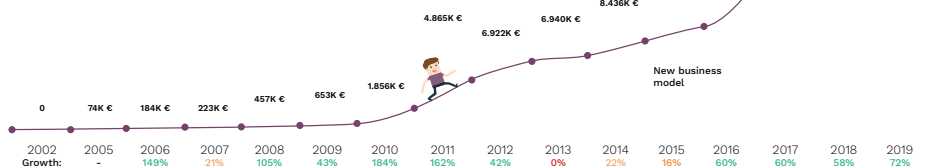


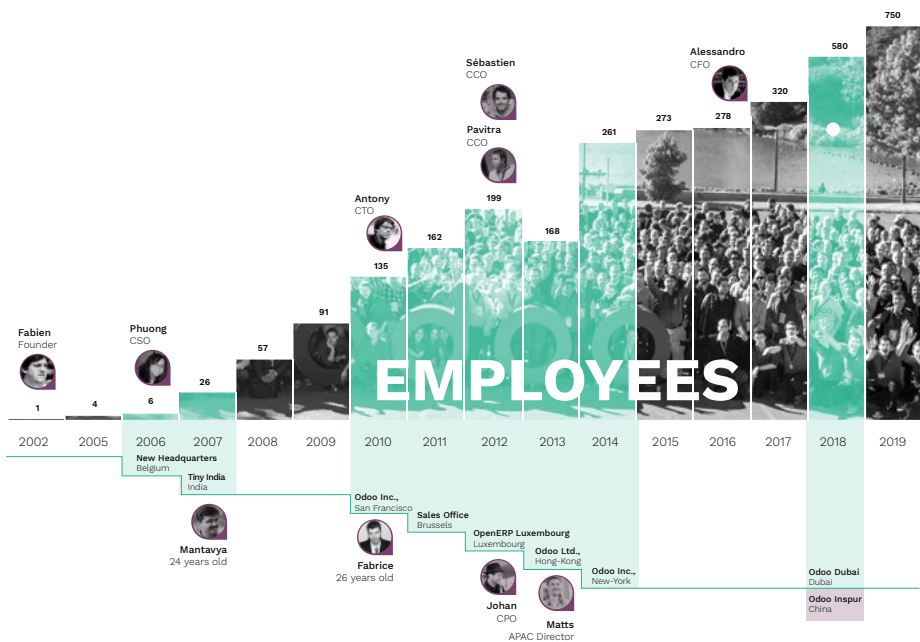
CASH



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** worldwide. We think that knowledge should be free, making code available to the masses is awesome, and working with communities is instructive.

Why do we do Odoo?²

Companies are inefficient. Employees struggle with repetitive tasks, overloaded mailboxes, and administrative jobs that could have been automated. Accessing information and adding data through painful processes can be a real waste of time.

Can you imagine a carpenter without his tools? That would make him the worst carpenter in the world. And he would quickly get frustrated by his inefficiency, to the point that he might not like his job anymore.

Yet, most SMEs don't have the right tools for their employees. Because they can't afford it, or because they don't know it's feasible. So people just learn to live with their issues. Or even worse, they don't even see the issues anymore.

But this system has a cost; depression at work is reaching a sky high level. People want to be useful and contribute, but they are stuck in complex corporate processes. As a result they get bored or overloaded by stupid details.

This is the problem we want to fix. And it's not easy.

SAP and Microsoft invested billions into the SME market and they

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!

failed. Only 15% of SMEs are equipped with integrated management software and most of them are not happy with their solution.

The challenge is so big that we need everyone to contribute and move forward in the same direction: to build this software and service that nobody has yet succeeded in creating. We don't have the luxury to get distracted.

How do we make decisions?

Our decisions are driven by these 5 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 people with whom you will learn quickly thanks to a friendly and an open work environment.

In terms of working 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 a good team spirit where people discuss and improve together. We think it's great, people here have the freedom to be themselves.

OUR MANAGEMENT STYLE

We like **relatively flat hierarchies**. We believe that the best way to allow everyone to make an impact on the company is to shorten the path to the decision makers. Traditional management practices recommend maximum 7 direct reports for each manager. We do the opposite. To limit layers of management, we usually avoid to create a management position if there are less than minimum 7 direct reports.

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

Our managers are very open. Obviously you can't always agree with what they do, so don't be afraid to discuss with them, to 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 agrees on this :)).

OUR TECHNOLOGIES

The main tool we use is Odoo itself. We manage everything in Odoo from sales, HR, marketing activities, project management, to even the process to order a sandwich for your lunch.

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

This is your main tool to work, but you won't be limited with it. Install any Operating System you'd like (Linux, Ubuntu, Arch Linux, Windows, etc). 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 on UNIX environment and that we code with Python and Javascript (don't worry, the Cobol language stays with dinosaurs).

Also, we don't hire "code monkeys". You won't have specs of 80 pages just to code. Nope, here at Odoo, we expect you to do more than execute. Take initiative, take the project as your own and suggest ideas. We trust you and we're sure that you won't just do well, but that you'll make it 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. We will not blame you for that.

Be flexible and responsible

At Odoo, we are all in the same boat. We are all responsible to make the company moves forward, and fix things when shit happens.

Be Open

Odoo is a dynamic company; be open to the change, open to try new things, and transparent when you communicate with colleagues or customers.

Be Positive

The quality of our working environment depends on everyone's behaviour. **Always approach things in a positive and optimistic way** and avoid criticising others 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, such as starting from "Associate" to end as "Partner". In a traditional company, each step can take from 3 to 7 years.

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



Some people aspire to become managers, others to become experts without managing people, some want to evolve horizontally across departments, others want to discover new cultures by working in different countries. **We think everyone should have their own way to evolve.**

WHAT WILL BE YOUR SALARY?

The salary and responsibilities you will get at Odoo do not depend on your position in the hierarchy, but more on your experience, skills 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 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 will learn and how you will evolve at Odoo will largely depend on what you make out of your opportunity here¹. **Our work environment favors that you take ownership and act as an *intrapreneur* towards your responsibilities.**

Appraisals

The yearly appraisals are essential to ensure everyone evolves in their own direction.

Coaches / Goroos

Large departments (R&D, PS, Sales) have a coaching program where experienced team members get a responsibility to coach new employees, organize training sessions, do code reviews, brainstorm on strategic issues, etc.

¹ And, as we're growing fast, there are more opportunities here than in traditional companies. Think about it this way; we are 450 people today, at 40% growth, it means 1200 people in 4 years! We will need a lot of smart people to handle this transition and you're part of it!

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 (see "Our Offices", p 23), in another country. We think that **learning overseas is a great way to acquire new experiences and develop your worldview.**

Training Sessions

We invest a lot in training sessions, whether is internal or external trainings. We think everyone at Odoo should have at least 12 days² of trainings per year.

Books

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

Extra Projects

In addition to these, we have some transversal projects that you can join to learn others disciplines. The main one is the **annual Odoo Experience**, in Belgium, that involves a lot of people: conferences, event organization, customer relations, marketing, video content, entertainment with the Odoo Band gig, Belgian beers, etc.

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



The Odoo Band playing at the Odoo Experience

Internal Promotion First

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

Job Titles

We value people based on what they contribute to the company, not their job position³. To reduce the impact of status symbol, and avoid defining a scale in people's job (junior, senior, head of, ...), **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 THE JOBS?

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

THE SHORT RECRUITMENT PROCESS

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

1. Check the **profiles** we are looking for on www.odoo.com/jobs.
2. Watch our company **video** on 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, you won't be disappointed, we explain you **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 above all, 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 you get through, we'll definitely invite you over to get a chance to know you better and do a second or third interview (depending of the departments).

We'll give some business cases and ask you 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.





04.

Our Offices

“What? Are we really buying a new farm? C’mon, it’s like if Steve Jobs would have bought all garages of a street 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 wintertime, Mama Christine spoils you 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, that we 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 ring and people clapping, this is good news, 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!

Early 2021, this office will move to **Louvain-La-Neuve**, in a brand new renovated office. The sales department will then be spilt between LLN and **Antwerp**.

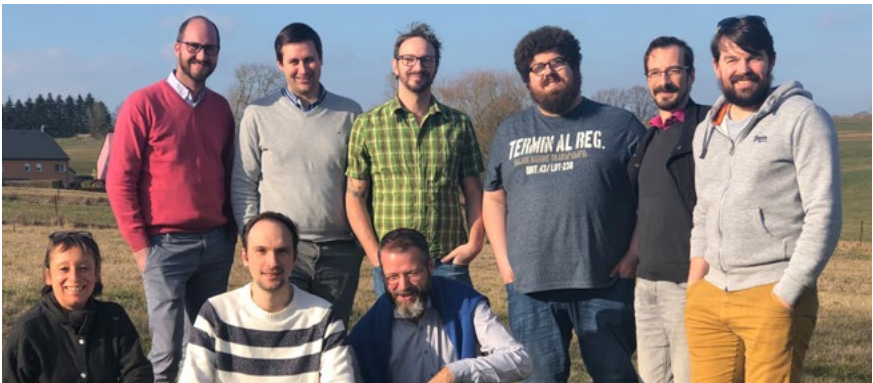


ANTWERP, BELGIUM



The recently established Antwerp office is located in a vibrant neighbourhood 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 your head cool during hot summer days or when things get heated up during a ping pong game at lunchtime.

GARNICH, LUXEMBOURG



These Odooers greatly enjoy working with our customers whilst collaborating remotely with the Service consultants colleagues in Belgium. The Luxembourgish are also working hard to convince the Belgians to come over to Garnich on a regular basis to share mutual experience (or a couple of local beers, it's a better bait).

DUBAI, UNITED ARAB EMIRATES

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



In fall 2018, two colleagues were offered the opportunity to go Dubai to set up our Dubai branch and create Odoo DMCC. Today, we have 47 Odooers who take care of the Middle East market from the fledgling office.

GANDHINAGAR, INDIA



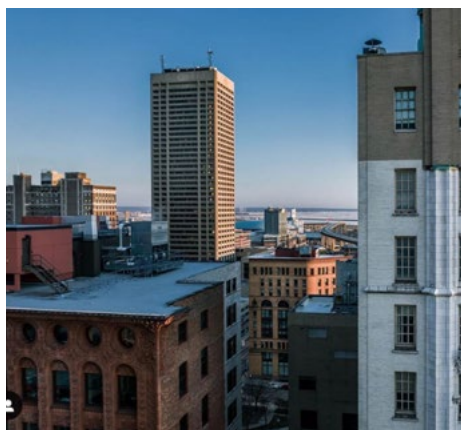
Odoo India office, officially called TinyERP (Fabien's first love for a company name) is located in one of Gujarat's IT hub called InfoCity. Believe it or not, Odoo India is the only office in the campus where there's no dress code, a 5-day work week, and that's great!

HONG KONG, HONG KONG



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

BUFFALOO, UNITED STATES



The Buffalo office has been strategically established to better serve clients & 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

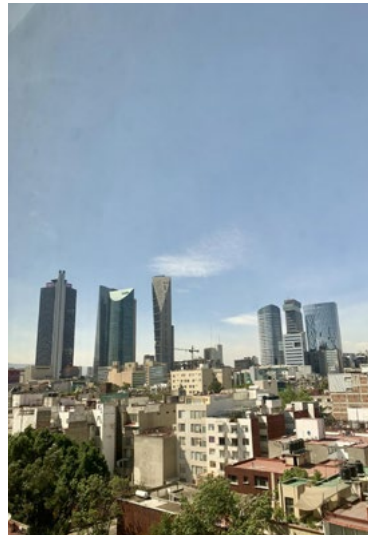


The San Francisco office is a perfect blend of cultures. They manage North and South America with employees from over 10 different nationalities. Imagine the lunches: a great mix of guacamole, fries, tacos and Belgian chocolate!

MEXICO CITY, MEXICO

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

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. Still, we've been able to build a cohesive team of very smart, and energetic people!





odoo

odoo

05.

Work Hard, Play Hard

"For the vegetarian people we are going to order some chicken brochettes" - In a BBQ invitation in a whole company email

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 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). The idea is to have fun after work, again!

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 a funny presentations on one of their passions.

The background is a solid purple color. Scattered across the background are several small, light purple square icons. In the top right, there is a gear icon, a globe icon, and a document icon. In the bottom left, there is a calendar icon, a speech bubble icon, and another globe icon.

Apply now

odoo.com/jobs