



MI-EELAB

CULT-R BOOK

CULTURE BOOK 1.0

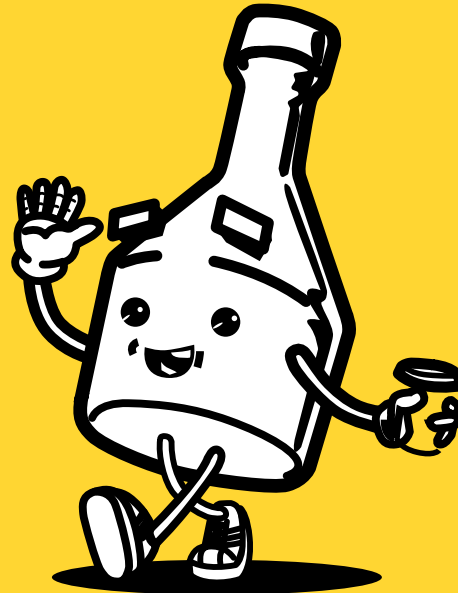
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1. ABOUT

WE ARE A PYTHON AND / SOFTWARE HOUSE THAT SPECIALIZES IN DEVELOPING UNIQUE PRODUCTS AND COMPOSABLE COMMERCE



Our journey began in 2009, with just a handful of individuals crammed into a tiny office. But we were driven by bold ambitions and dreams of making a meaningful impact in the software industry, beyond just commercial success.

General Info

Fast forward a few years, and we were competing for microwave time in a 200 m² office, establishing a branch in Piła, transitioning to full remote work during the pandemic, and eventually opening a second space in Wrocław, where we now have more than 60 amazing team members on board.

We transform businesses by delivering **sustainable, API-first** (while not always easy to achieve, it's worthwhile), **efficient and modern solutions**. We empower businesses of all sizes, from high-volume online retailers to disruptive innovators mentioned on the Forbes Next Billion Dollar Startups list.



Mirumee Team



Olawska street Office

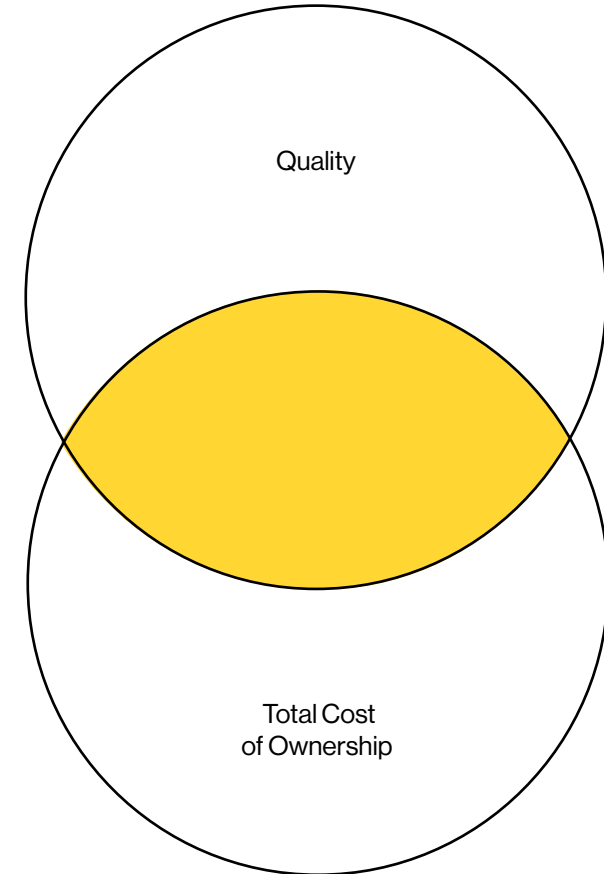
We are active members of the open source community, creating **Ariadne** (a schema-first GraphQL server library for Python), eagerly sharing our knowledge as mentors and speakers at events across the globe and creating the biggest GraphQL Meetup in Poland and beyond.

But first of all, **we care about technical excellence, open communication, and treating each other with respect.**

OUR MISSION AT MIRUMEE IS TO CREATE PRODUCTS WITH A WIDE-REACHING, POSITIVE IMPACT.

Our software is known for:

- Maintainability and scalability
- Delivering the best user experience (UX)
- Being built on modern yet proven technologies

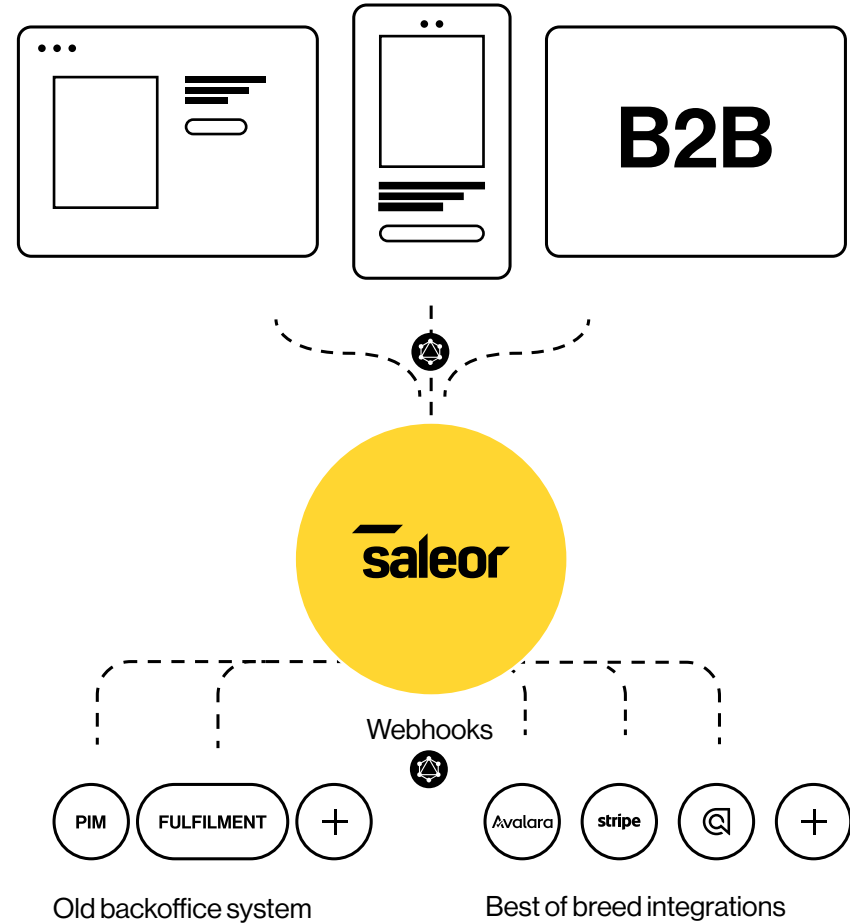


WE ASPIRE TO BE THE TOP PROVIDER OF DIVERSE SOFTWARE SERVICES FOR GLOBAL BRANDS.

These services encompass:

- Out-of-the-box bespoke projects
- Flexible, composable solutions
- Continuously evolving e-commerce solutions in partnership with the fastest-growing open source platform, Saleor

Storefront



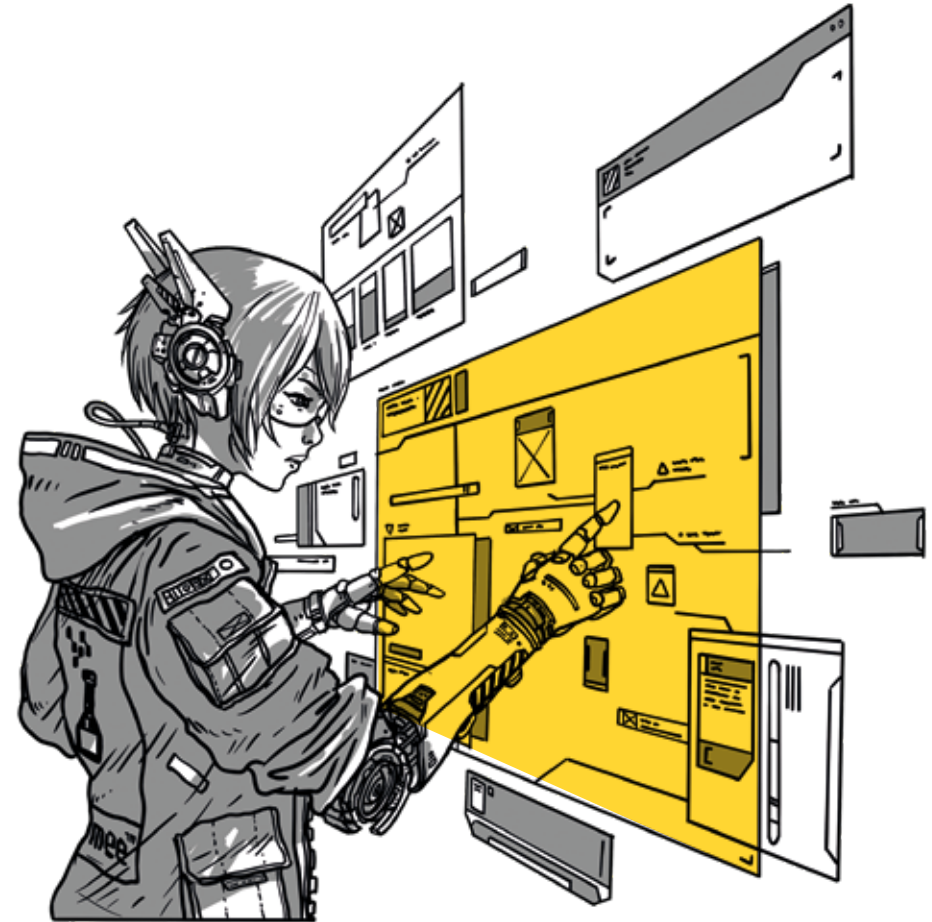
2. CORE VALUES

OUR CORE VALUES - TECHNICAL EXCELLENCE, COMMUNICATION, AND TEAM PLAYING - ARE THE FOUNDATION OF BOTH CUSTOMER SUCCESS AND PRISTINE SOFTWARE DEVELOPMENT. WE BELIEVE IN DELIVERING VALUE TO OUR CUSTOMERS AND TAKING RESPONSIBILITY AT EVERY STAGE, FROM DESIGN AND PLANNING TO EXECUTION.

TECHNICAL EXCELLENCE HERE'S HOW WE EMBODY IT:

Here's how we embody it:

- Continuous learning is essential; engage in hobby/pet projects or contribute to open source
 - Prepare yourself for years of practice and ongoing learning from mistakes. With this attitude, you will be one step ahead of others.
 - Everything is changing very fast and we need to stay up to date with technology - this allows us to differentiate and solve problems efficiently
- Understand your toolbox; it's your business, dive deep into it and everything you do
- Choose solutions tailored to the situation, maximizing value
- Avoid over-engineering; always anticipate the consequences of your chosen solution, especially who & how will maintain it
- Embrace fast time to market - work iteratively and test your ideas fast
- We don't ship junk



EFFECTIVE COMMUNICATION IS THE HEART OF COOPERATION:

- Open and honest communication is our foundation.
- Embrace mistakes, ask questions, offer help, and don't assume - always verify
- Saying "I don't know" is not a weakness; it's a chance to learn and prevent the whole project failure
- There is no hierarchy of communication. Your voice matters
- Emotions shouldn't guide decisions; take a breath before choosing



Kate
Project Manager

Hey there! How's it going? I noticed there is no sign from you and we're nearing the deadline.

Hi. It's been a bit hectic, to be honest... I've hit a snag with the database integration, and it's taking longer than expected.

Ok, thanks for letting me know, setbacks happen. Any details on the issue?

Well, it turns out there's... I'm digging into it, but it's more complex than I initially thought. I might need some help.

No problem. If you need, let's schedule a quick team meeting to brainstorm solutions. Also, feel free to ask other devs for the solution on our project's channel.

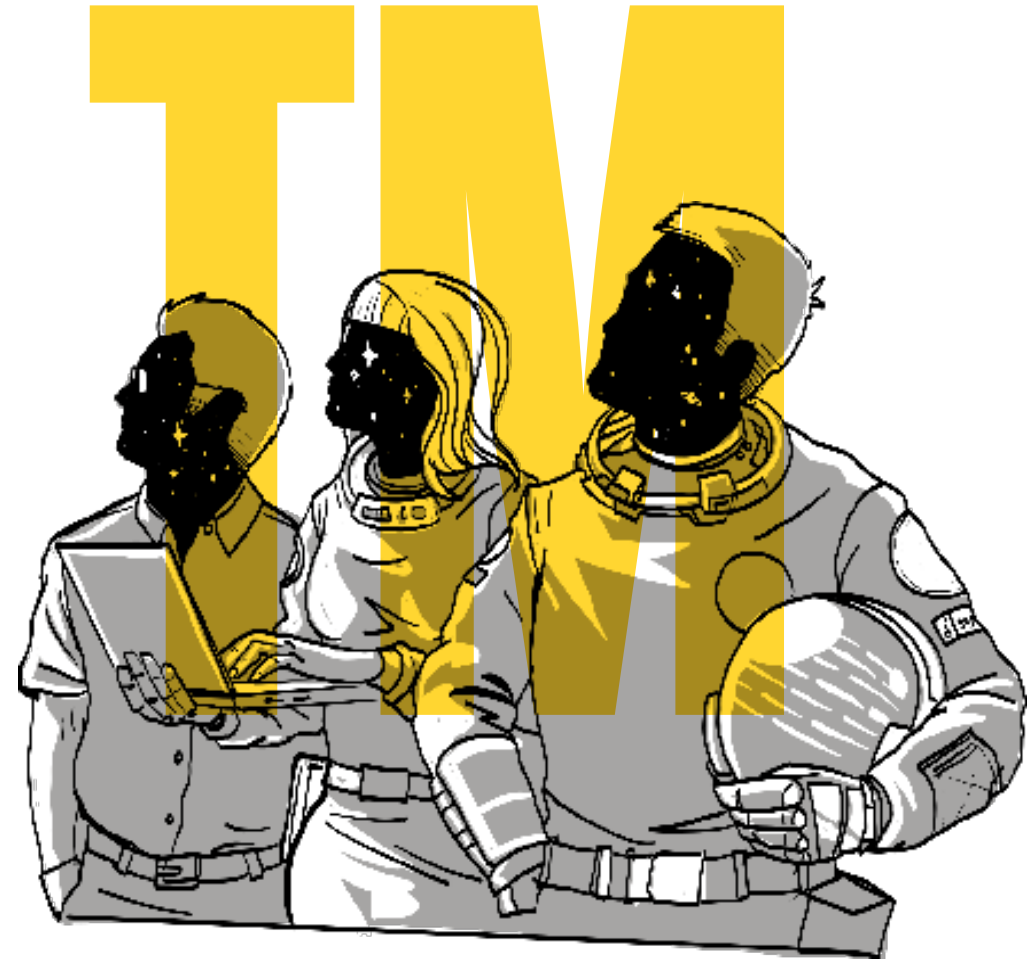
Will do. Thanks for the support, I'll keep you updated!



Tom
Developer

TEAMWORK IS OUR STRENGTH:

- Respect others
- Disagree and commit
 - Even if the chosen solution is not your first choice, instead of staying upset or arguing forever, you still play and have fun. Pursue a common vision
- It's always collaboration over competition
- Avoid diffusion of responsibility; be proactive and give it your all
- We work with people, not avatars; build relationships at company and project team events



OPEN SOURCE IS A SET OF VALUES, NOT A BUSINESS MODEL. WE TAKE PRIDE IN OUR CONTRIBUTIONS:



Saleor

We're the original creators of one of the largest headless e-commerce software - Saleor. It's trusted by companies like LUSH, Rough Trade, and Breitling. Saleor emerged from our desire to simplify developers' lives and offer uncompromised e-commerce solutions. We're active contributors the thriving Saleor ecosystem and experts in integrating composable commerce.

saleor.io

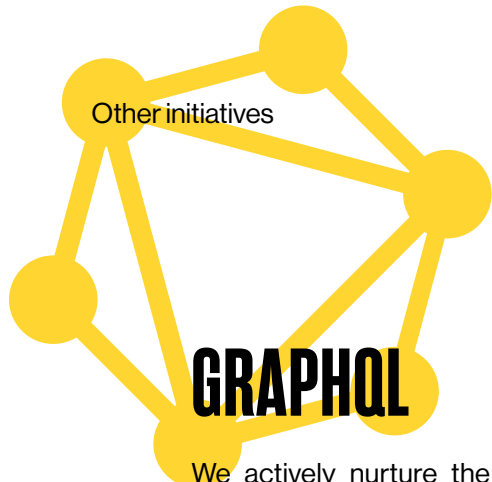


Ariadne

Ariadne is a constantly growing Python library for implementing GraphQL servers with a schema-first approach. It's fully asynchronous, making custom GraphQL services a breeze, and it seamlessly integrates with all web frameworks. We created it to foster effective collaboration between frontend and backend teams.

ariadnegraphql.org





We actively nurture the global GraphQL community by maintaining close ties with other Meetups worldwide. Our speakers include GraphQL creators like Lee Byron, members of the GraphQL Working Group, and major contributors such as The Guild, Apollo, Hasura, and Prisma.

graphqlwroclaw.org

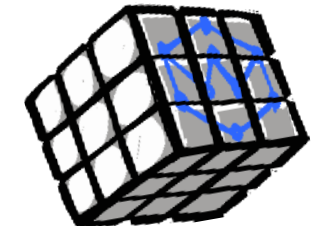


WORKATION

During the era of remote work, we've discovered ways to strengthen relationships. Our annual workation trip to beautiful destinations offer a perfect blend of work and leisure.

workation.mirumee.com

2.Core Values/ Other initiatives



EVENTS

Attending conferences, meetups, training, networking and discussions. We believe that an interesting life means constant personal development. We support initiatives, education and the search for knowledge, because in reality, who doesn't like that feeling of developing and growing?

Other initiatives



GraphQL Meetup



Workation Tenerife



2.Core Values/ Other initiatives

Workation Cyprus



Oławska Street Workshop



Mirumee SWAG

3. OFFICES

RELATIONSHIP FIRST.

We've designed our offices to provide comfortable working conditions in inspiring spaces.

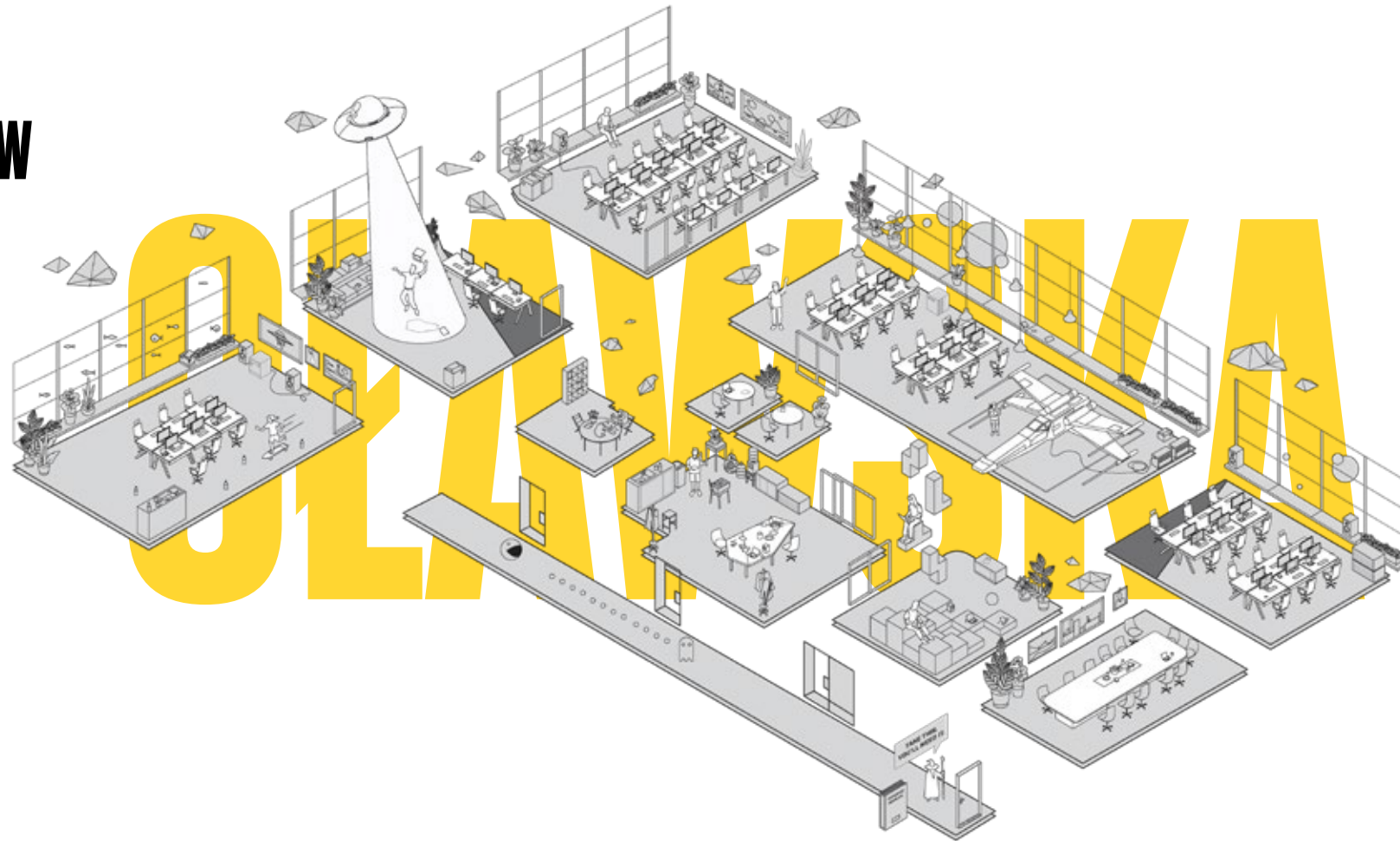
Each element has been carefully planned by our graphic designers and architects. We take pride in working in spaces we've dedicated our time and skills to. You're always welcome to work from there!



Mirek Mencil
Founder & CEO at Mirumee

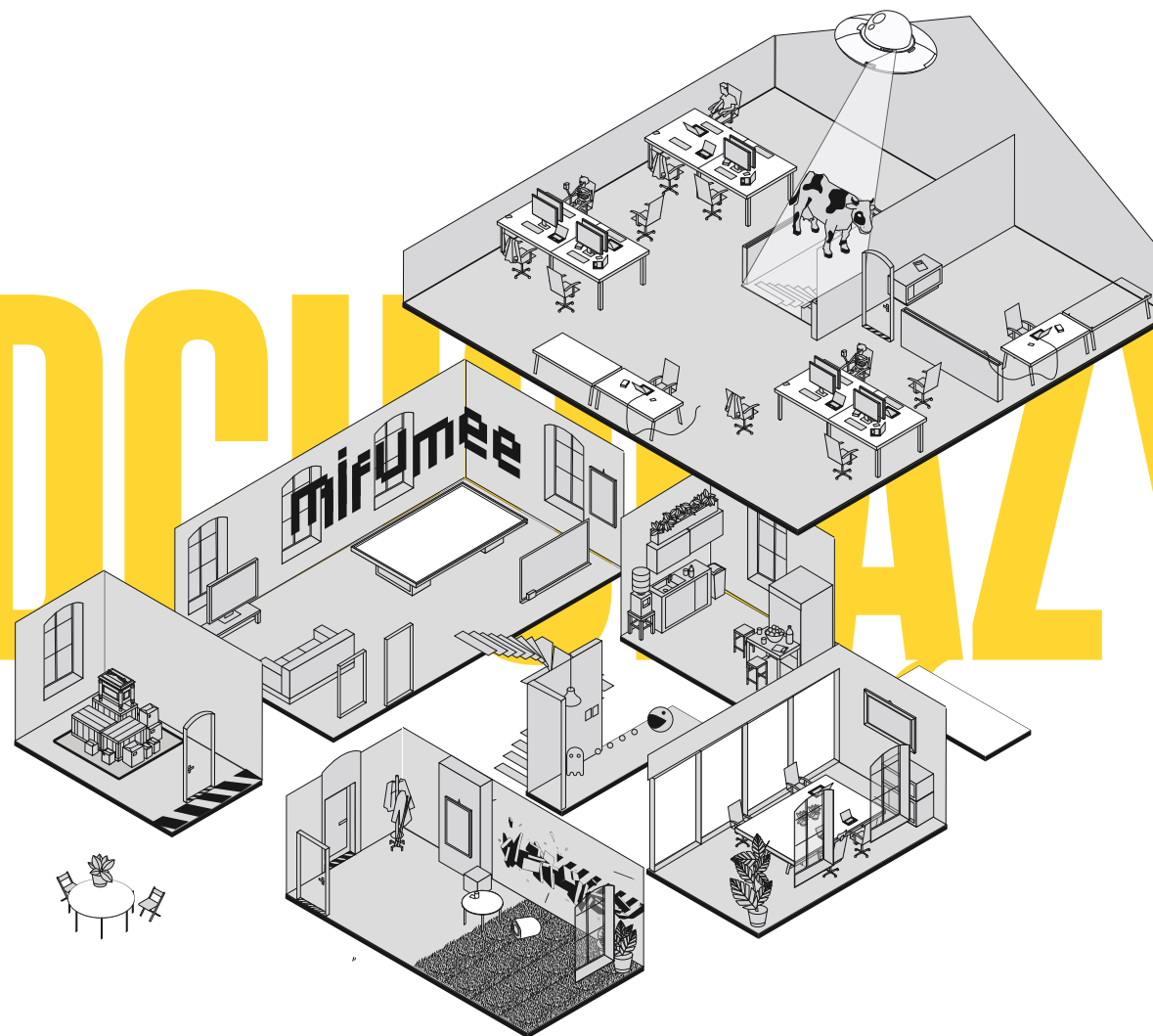


WROCLAW



PIŁA

PODCHORĄZYCH ANALYZYCH



REMOTE WORK HAS BECOME A PART OF OUR CULTURE.

In practice, it means that we can do our work independently while remaining part of the team. To work like that we try to salvage and cling to some rules to be more flexible and transparent with each other

A few of them:

Time is important - take care of your calendar, it should reflect your workday schedule. Use “out of office” function when you are away.

Less is more - before inviting others to meeting, write down what you want to solve. Think if meeting all the participants is really required.

A well-prepared agenda is always nicely viewed by others. It should be adequate to the time of the meeting.

Work asynchronously as much as you can.



4. PRINCIPLES

Tech stack

Hard tech tools and frameworks



Languages



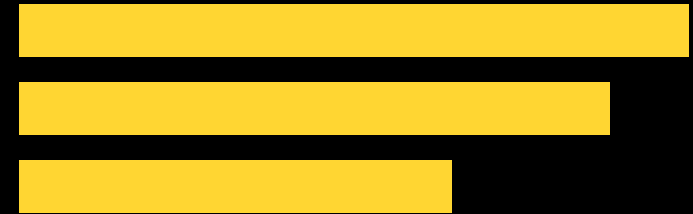
Vendors



Tools

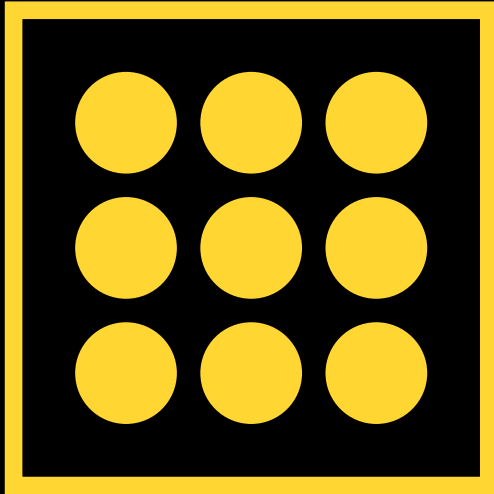


CODE PRINCIPLES



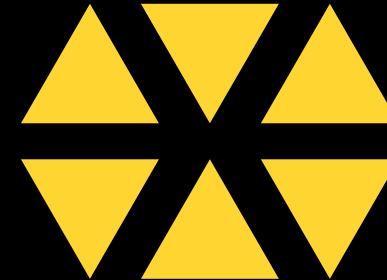
CLEAN, IDIOMATIC, READABLE

Make sure it's obvious what your code does and make it hard to misuse it.



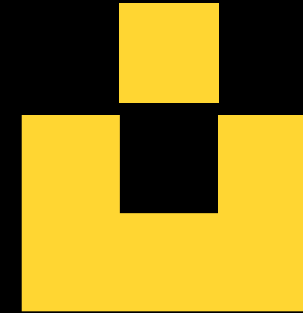
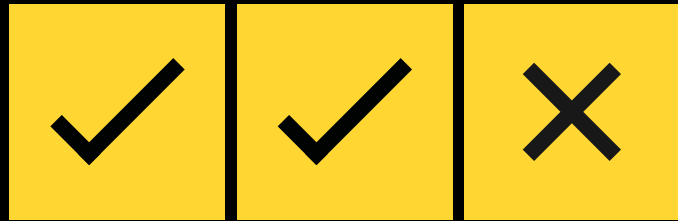
SHORT, FUNCTIONAL

Functional code is usually shorter and easier to follow than a myriad of mixin classes. Only use OOP where it improves the developer's experience.



WELL TESTED

We don't ship junk. Make sure your code is covered by some automatic test suite.



THOROUGHLY REVIEWED

Make sure your critical code is diligently reviewed. Don't hesitate to ask for help across team boundaries.

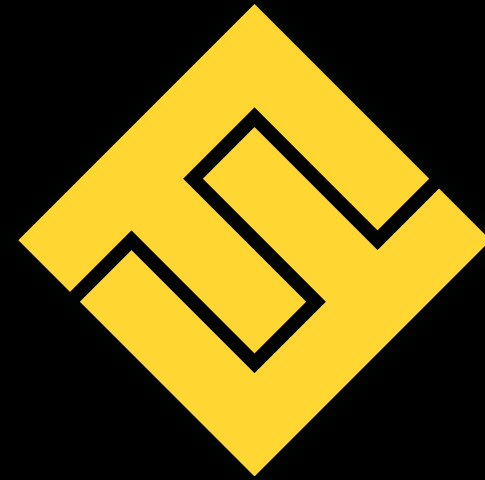
EASY TO DEBUG

Use complex data structures sparingly, avoid reraising exceptions, and log all important state changes.



CONSISTENTLY IMPROVING

The best part is no part. Leave the codebase in a better state than it was before.



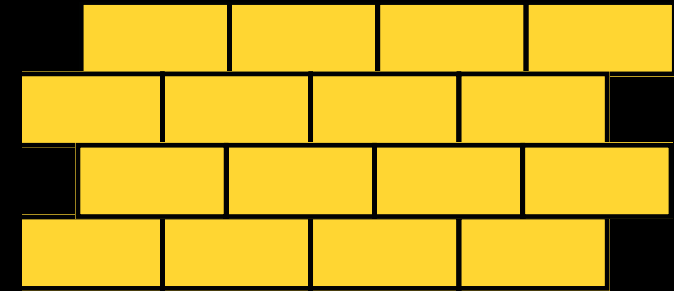
ON THE SHOULDERS OF GIANTS

Don't try to reinvent the wheel. Any established language will have a rich ecosystem of well-maintained tools.



BUILT TO PERFORM

Make sure your code will continue to work reasonably when the dataset is a thousand times larger. Avoid the “n+1 selects” problem when using external resources. Use asynchronous I/O where possible, asynchronous code scales much better than a pool of synchronous workers.



BUILT TO LAST

All external resources will eventually fail. Make sure you handle that gracefully and don't let an external system bring you down through a chain of cascading failures. Use timeouts to protect against unresponsive servers, use circuit breakers to temporarily disable subsystems that are known to fail. Fail fast and gracefully when unable to handle a request.

4. DELIVERY

DELIVERY

Our preferred projects come with complexity. We attentively listen to our clients' needs and adjust our operational style to meet them. Our primary focus is on successful delivery for our clients, and we tailor our methods individually to achieve that.

We use a wide range of methodologies from Lean Startup to Scrum, Scrumban, Kanban and Waterfall.

Tools we use:



6. DESIGN-LED

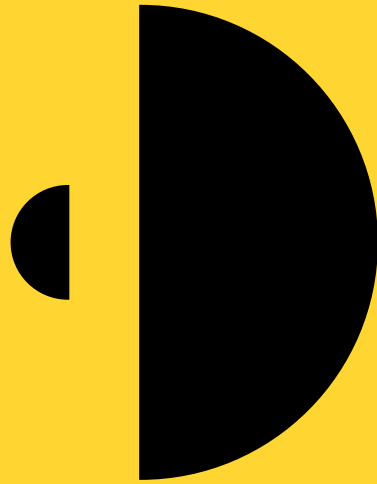
Design-led



**WE ARE
DESIGN-LED.**

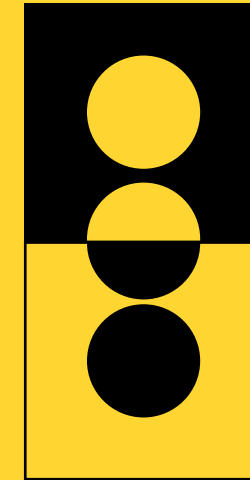
We love working with artists, creatives and people with different perspectives.

Find a letter from our design team.



EVERYONE HAS SUPER POWERS

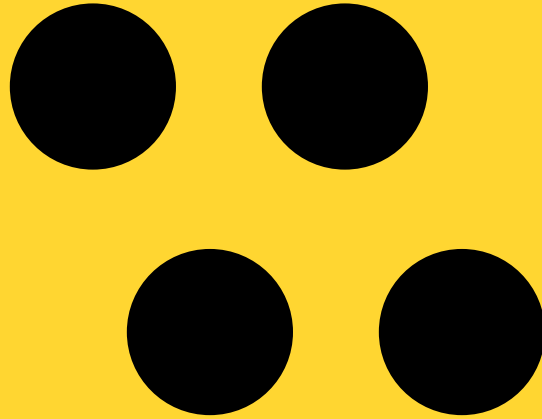
No matter where your strengths lie, we believe that a project is a collective effort, where each member contributes their own individual skills.



KEEP THE RULES BY BREAKING THEM

Essentials are foundational, and we know them by heart. However, we approach each project individually, which can lead us to unexpected circumstances. It's important to be aware of processes and methods, but, more importantly, know how to adapt them.

Design-led



WE THRIVE ON USERS ADVOCACY

We aim to deliver experiences that users themselves talk about. We value connecting with your customers and understanding their needs.



RESPECT IS EVERYTHING

