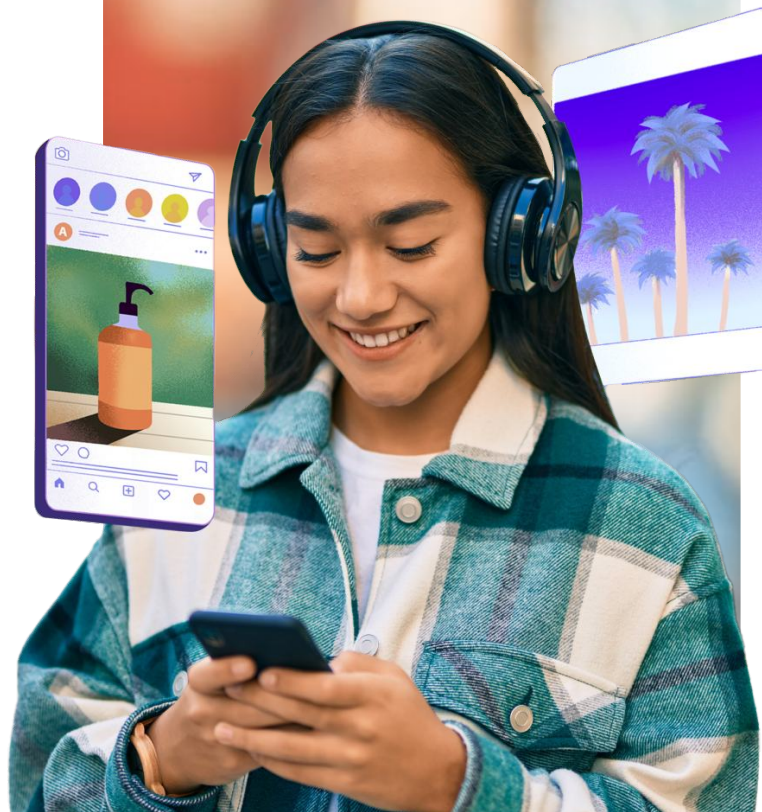CS Guild Recruitment Booklet

Tietokillan
Rekrylehti
2025

![SMARTLY]

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Smartly is the AI-powered advertising technology company transforming ad experiences for brands and their consumers. We offer growth-minded people opportunities to make an impact in a fast-paced, collaborative and inclusive environment built on a culture of trust, transparency and feedback. Join our team of 750+ Smartlies to revolutionize the digital advertising industry!

Launchpad 2026

Smartly Launchpad is a 6-month program for developers who want to kickstart their coding career. We offer flexible starting dates all year round, a position as a full-fledged team member, and the chance to launch your career at Smartly. Optimally, you would stay on as a full-time or part-time employee.

Read more about careers at
smartly/engineering-hub

> "Joining Smartly has been one of my most impactful decisions. The program provides various opportunities to learn and I have enjoyed working on the different challenges presented to me. The work environment is indeed one of a kind, and the people are amicable and helpful. I'm happy to be a part of this team!"
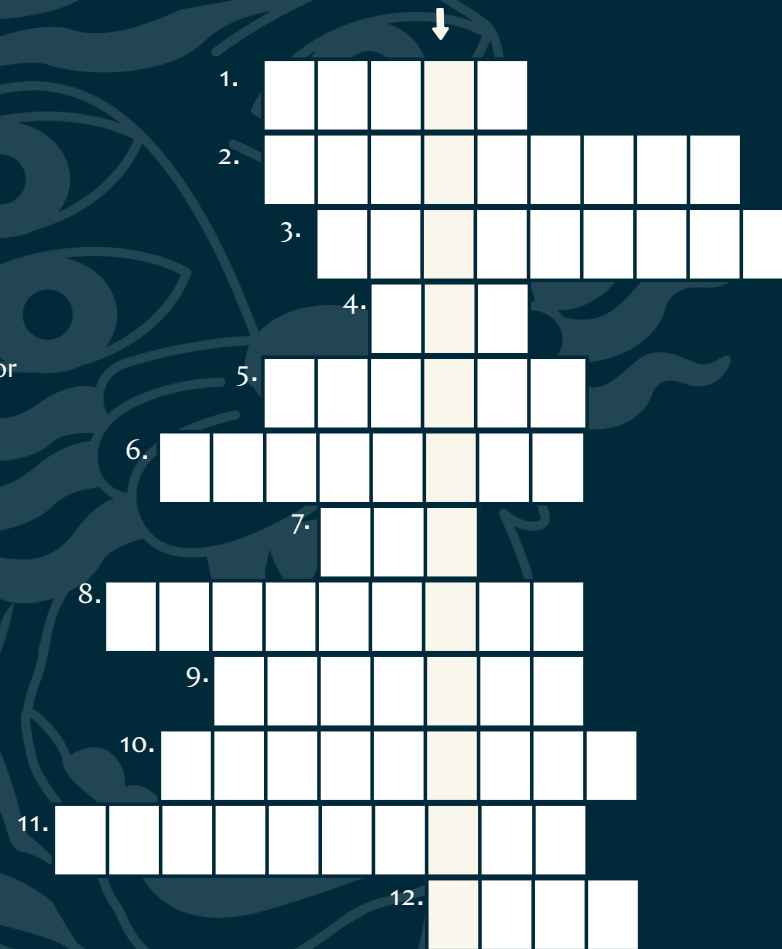>
> —Josephine

> "Smartly's Launchpad provided me with the opportunity to work with and learn from people who are truly great at what they do. The environment at Smartly has been welcoming and one where my professional autonomy is respected. I've been able to take responsibility for my work, and I've gotten the space and tools to develop and hone my skills. On top of all that, the technologies I've worked with are modern and in line with best industry practices."
>
> —Joel

Solve this crossword to find your Road!

1. Platform where you communicate with your team. (Read: send memes & stickers of colleagues).
2. Step-by-step instructions a computer follows to solve a problem.
3. The developer who builds both the front and back of a website.
4. The cool "feature" your code does that you never intended.
5. What you type to make AI do cool stuff, like write poems or code for you!
6. A piece of memory that stores a value that can be changed.
7. "Hey app, can I borrow some data?" This is how software talks to other software.
8. An early-career job title in tech or consulting.
9. The "brain" behind your apps, games, and websites.
10. A creative problem-solver who speaks fluent computer and occasional human.
11. Someone who helps businesses by solving problems and giving advice.
12. That magical moment when your code either works beautifully or spectacularly crashes in front of everyone.

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No matter the job title, we all share a common goal: to create digital solutions that don't feel like digital solutions.

Get more info:
exove.com/about-us

> For me, working at Exove is defined by trust, flexibility and freedom when it comes to working hours and tasks at hand.

Mikko, Senior DevOps Engineer

> At Exove I like the encouragement and support I receive to grow as a professional, on top of the belly aching laughs with some awesome people.
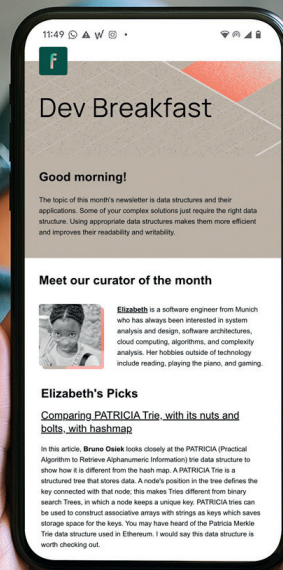
Remu, Developer & Vice team lead

Exove a REBL company – it takes a rebl to start a revltion

Dev Breakfast

Good morning!

The topic of this month's newsletter is data structures and their applications. Some of your complex solutions just require the right data structure. Using appropriate data structures makes them more efficient and improves their readability and writability.

Meet our curator of the month

Elizabeth is a software engineer from Munich who has always been interested in system analysis and design, software architectures, cloud computing, and complexity analysis. Her hobbies outside of technology include reading, playing the piano, and gaming.

Elizabeth's Picks

Comparing PATRICIA Trie, with its nuts and bolts, with hashmap

In this article, **Bruno Osiek** looks closely at the PATRICIA (Practical Algorithm to Retrieve Alphanumeric Information) trie data structure to show how it is different from the hash map. A PATRICIA Trie is a structured tree that stores data. A node's position in the tree defines the key connected with that node; this makes Tries different from binary search Trees, in which a node keeps a unique key. PATRICIA tries can be used to construct associative arrays with strings as keys which saves storage space for the keys. You may have heard of the Patricia Merkle Trie data structure used in Ethereum. I would say this data structure is worth checking out.

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Dev Breakfast

Dev Breakfast is our monthly tech newsletter, from developers to developers. There's always something new to learn in the world of technology.

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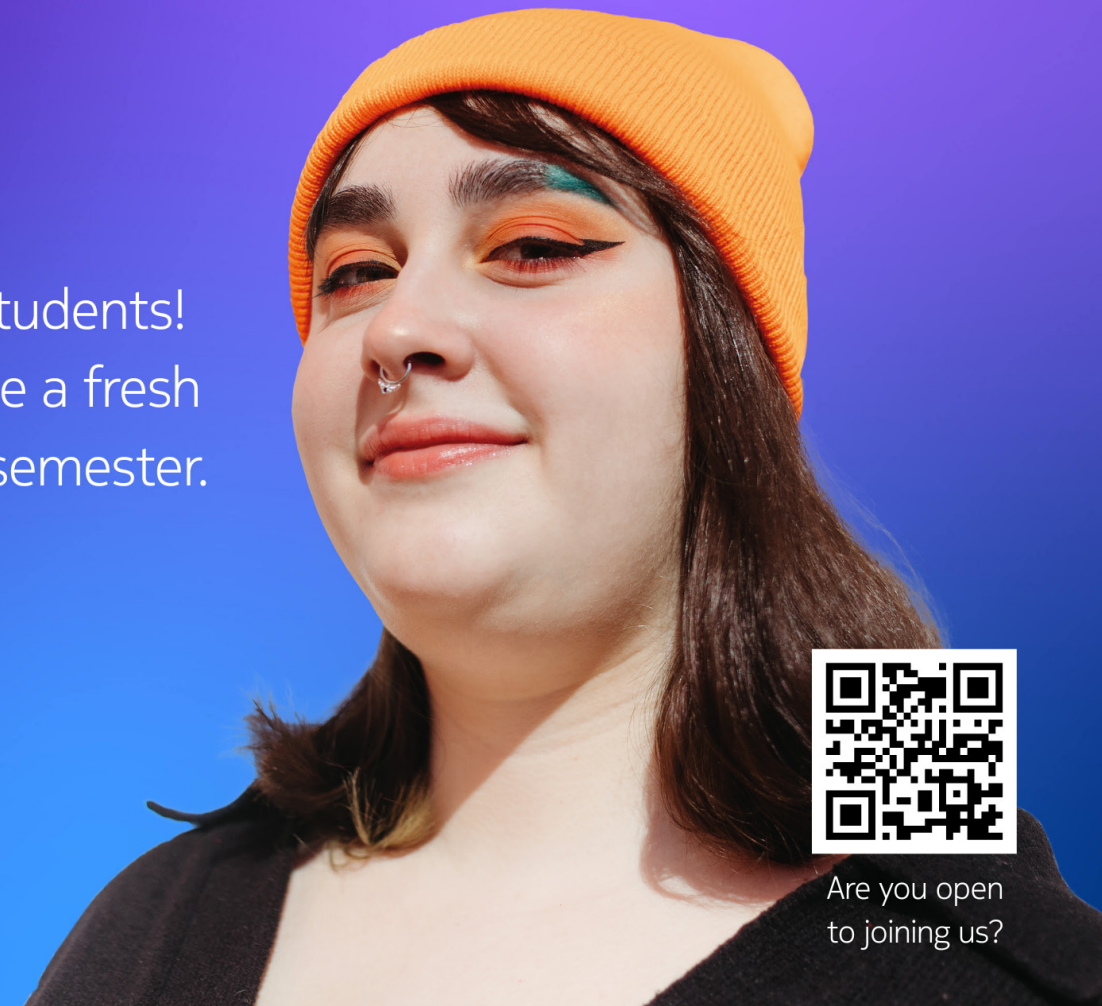
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NOKIA

Welcome, new students!
Wishing everyone a fresh
start to the fall semester.

Come meet us

8.10. Aalto lobby event
6.11. Aalto Talent Expo
4.12. Kumpulan Potentiaali

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to joining us?

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OP Financial Group

Sievo
Software built with <3

Procurement analytics, powered by humans

We help companies make sense of their spend & turn insights into actions. The software is smart. The people behind it are even smarter.

Highlights of my summer at Sievo

" It's been great working on meaningful features for our product while also improving dramatically in programming & pool skills!

Working on a short summer project for another team has also been very rewarding!

Emilia Repo
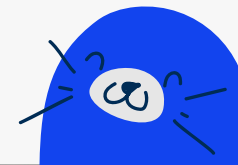Junior Software Engineer, Summer Seal '25

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TAITO UNITED

Hei tikkiläinen, tuu meille töihin!|

```
$ cd taito_united && find —name opportunities

$ git merge studies —strategy flexible

$ mkdir cool_projects —mode versatile

$ npm run use:modern:technologies

$ open www.taitounited.fi/tyopaikat/
```

Osaavia devaajia tekemässä tulevaisuuden teknologiaa ja digitaalisia palveluita. www.taitounited.fi

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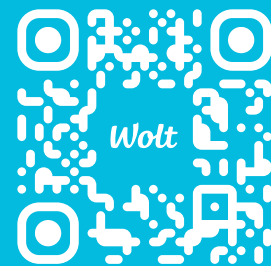
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