

CULTURE BOOK

raccoons 

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01

Mission, vision and values

We empower businesses to unlock their full potential and thrive in an increasingly AI-driven world. We do this by walking on the frontline through thought leadership, building custom AI projects, developing innovative solutions, and outsourcing our top-tier talent.



Strategize

With our experience, we can help you find your way through the complex innovation funnel and guide you to what's possible.

Build

We engineer a full innovation package that scales to your business needs by putting together a multidisciplinary team.

Grow

After delivering your product or experience, the work doesn't stop. We make sure your application is ready to scale.

Our ecosystem's values

Raccoons is a diverse ecosystem of experts with a focus on seamlessly integrating artificial intelligence at the core of every organization, both technically and strategically. We all play our role in realizing this each day. Each of our employees is extremely talented in their field of expertise.

Our values are simple: we're all about passion, entrepreneurship, innovation, quality and teamwork. Any Raccoons employee you meet will be the embodiment of these values.



30+

technology experts

02

Origin story

Our origin story

We go all the way back to 2016, when our founders, Sam Hendrickx and Michiel Vandendriessche - lifelong friends - decided to start up an innovative prototyping company.

The rest is history. Almost a decade later, the two have gained loads of experience and maybe even more importantly, a talented team that surrounds them. We went from a prototyping way of working to AI-dedicated custom project building. Our organization had to scale with the increasing popularity of the technology, and we're still learning every day. Technology doesn't stand still, and neither do we.



03

Our products



Oswald, our chatbot platform

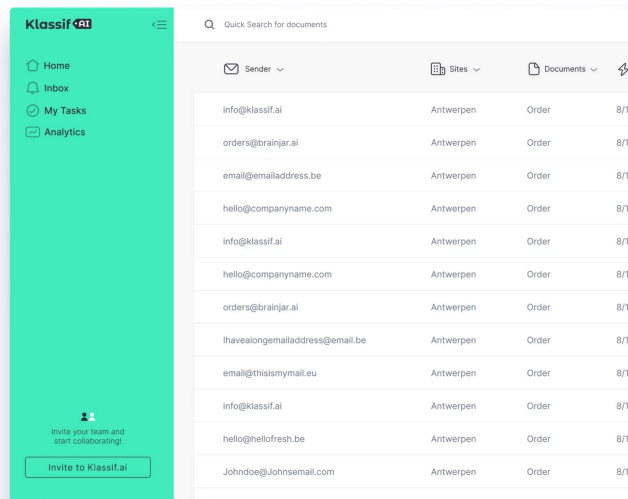
We can help businesses build your perfect digital assistant with our Oswald chatbot platform. We believe that our well-defined approach leads to more qualitative chatbots, thus a higher return on investment.

Over the years, we've extended our platform in such a way that is tailored to our clients' needs and, most importantly, the needs of their clients.

Klassif.ai, our intelligent document processing platform

In the last couple of decades, we've gained access to incredible technologies and still, we are processing the majority of our documents by hand. Processing emails, PDFs, and documents manually is extremely time-consuming.

Klassif.ai is an online platform that uses artificial intelligence and natural language processing to automate exactly these repetitive tasks.



04

Headquarters



Our headquarters

Want to grab a coffee with us?
Join us at our headquarters in
Leuven:

Gaston Geenslaan 11/B4
3001 Leuven

05

First day

Your first day

Your first day at Raccoons will somewhat look like this:

- Get your car, laptop and SIM card
- Office tour
- Receive your Raccoons merchandise
- Meet your team and buddy
- Introduce yourself via Slack (see next slide for the most important channels 😊)
- LinkedIn setup



Look out for these channels on Slack

#core - for core team updates

#sportworkz - for those who like to play a game of Craftball

#general - for company-wide announcements and work-based matters

#quotes - mind this channel, you'll be quoted!

#random - for non-work banter and water cooler conversations

#memes - your daily dose of necessary memes

#petsofraccoons - a chance to display the cutest members of our family
(you'll see them pop up sooner or later!)

+ more than 150 other channels...

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Benefits



Benefits

- An awesome, motivated team
- A company car and fuel card
- Competitive salary with extralegal benefits
- A place to grow and learn
- Flexible work hours and a hybrid work environment
- Free lunch every day
- Macbook or Dell laptop
- Fun afterwork events (more on that in the next slide!)


07

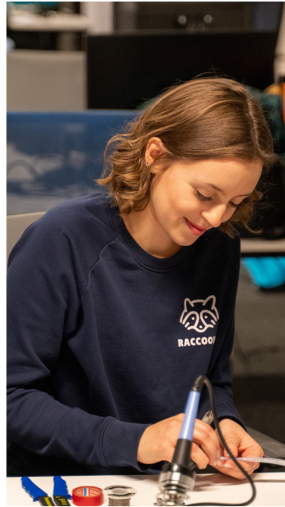
Team activities

Team activities

To connect with our team, we organize several activities to bond, laugh and learn.

- Yearly teamweekend
- Monthly Drink 'n Sync
- Regular brownbags
- Raccathon
- Raccoons cycling team ride-togethers
- (Virtual) game nights
- Afterworks
- and so much more...

see for yourself 



Craftbal

A group of people are playing a game of Craftbal on a rooftop terrace. A soccer ball is in the air above them. The terrace is paved and has a low wall. In the background, there are trees and a building.

Back in 2016, we invented a game that would revolutionise the way we take lunch breaks. Every noon, we go outside and play a game of Craftbal. The game is beautiful in its simplicity.

- Stand in a circle
- Kick the ball in the air
- The ball can touch the ground only once before another player has to kick it
- Every "kick" counts as 1 point
- Get the highest score possible

Over the last four years, we have been logging the results. Current highscore is 173. We are looking for people who know how to handle soccer balls because over 70% of Raccoons never touched a soccer ball before joining the team. Please help us!

PS. Did we mention the game field is next to a forest? Once in a while, the ball gets kicked just a little too far over the edge. Urban legends say some soccer balls are still roaming the woods at night...

08

Inclusion

Inclusion

We think providing an inclusive workspace where everyone feels safe, appreciated and welcome important. That's why we have put together an "Inclusion Board", where we try to tackle inclusion-related challenges (think of free menstruation products; teambuilding activities that are fun for everyone; pray/pump rooms; and so on). Anyone is welcome to join!



Welcome to Raccoons!