



TeamSnap Culture Playbook





What's a Culture Playbook?

Think of it as a vacation brochure, but for a great place to work with the awards to prove it!

At TeamSnap, you're not a culture fit, you're a culture add. Learn how we succeed at being remote-first, what makes our company so unique, and how we're inspired by our people, our customers, and our values.

What We Do

The short version

At TeamSnap, we believe when the world connects through sports; the world becomes better.

Founded in 2009, TeamSnap has changed the way people manage sports and group activities. Over 24 million coaches, administrators, players, and parents rely on TeamSnap's powerful but easy-to-use solutions for communication, scheduling, payment collection, registration, real-time game sharing and much more.

With TeamSnap, organizers save time, can focus on what matters, and keep participants happy.



24M+
customers



19,000+
sport orgs



**98% customer
satisfaction**



**#1 mobile
app**





Our Story

Once upon a time on a field near you...

One of our co-founders played on a soccer league and sadly suffered from CSUATWFS (Constantly Showing Up At The Wrong Field Syndrome). Our other founder, was the assistant coach for his son's lacrosse team. Arriving at a scrimmage without enough players was almost as frustrating as every single parent hitting "reply all" to email chains.

They knew there had to be a better way to organize sports and group activities. Fate and common sense networking brought them together — and TeamSnap was born.





The Basics

Why we like it here

We've taken all the best parts of working at a fast-growing company, mashed that up with the advantages of working with distributed teams, added a dash of fresh air and gotten rid of all the old, tired parts of work that nobody has any use for. Because your job shouldn't feel like a job. We want our customers to be thrilled with our products and we want you to be proud of working at TeamSnap .



Our Team Ethos



tiny Egos

We have big ideas and tiny egos. We lean in and help each other because we know winning is a team sport. We never say, "that's not my job".

Agile Minds

We are agile. We are agents of change. We operate with a sense of urgency. We are innovators. We honor our past and boldly embrace our future.

Spirited Nature

We are trailblazers, driven to succeed. We never settle for 'good enough'. We share a passion for exciting our customers by building the best app out there.

Amazing People

We form authentic relationships, built on trust and partnership. We are engaged in our conversations. We offer our support as a team and as individuals.

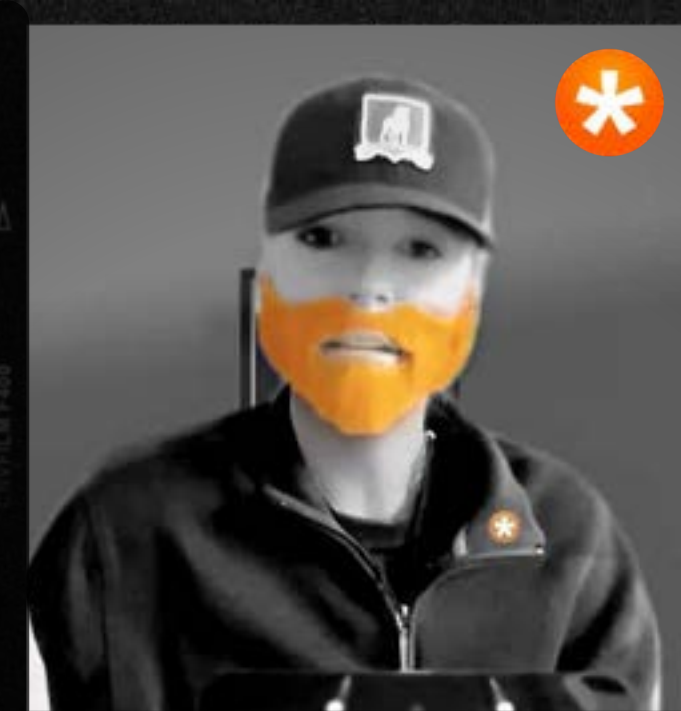
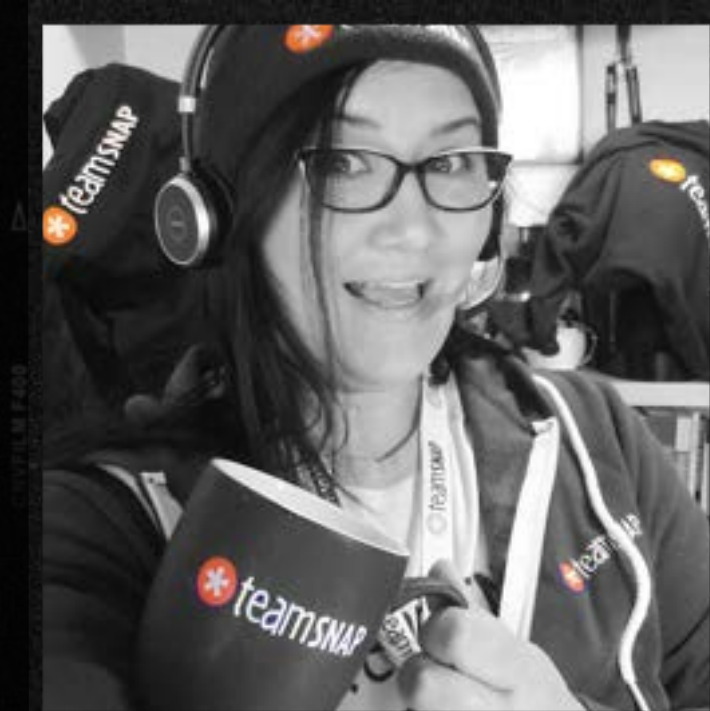
We're Different

And we like it that way

TeamSnappers know how to have fun, but we also know how to treat one another. We won't ask others to do something we're not willing to do ourselves, and we can't ask for respect without giving it in return.

We have a duty of care to ourselves and to each other. Tough conversations are part of doing business, but arguing and politicking are not things we abide by. We spend far too much time at our jobs to be miserable, so don't expect that here. We want you to be proud of your work, inspired by your colleagues, and thrilled to be part of TeamSnap.

TEAMSNAAP



Remote First

Long before Covid made it cool

Your work is what you do, not the place where you do it. Why commute if you don't have to? The data proves it. Remote employees are healthier, less stressed and more productive. Plus, working in your PJ's, or whatever else you'd like to wear, is always a bonus.

Being remote-first allows TeamSnappers to use their extra time to pursue things that make them happy outside of work, so they do better at work. You can't do what you love sitting in traffic unless sitting in traffic is your thing.



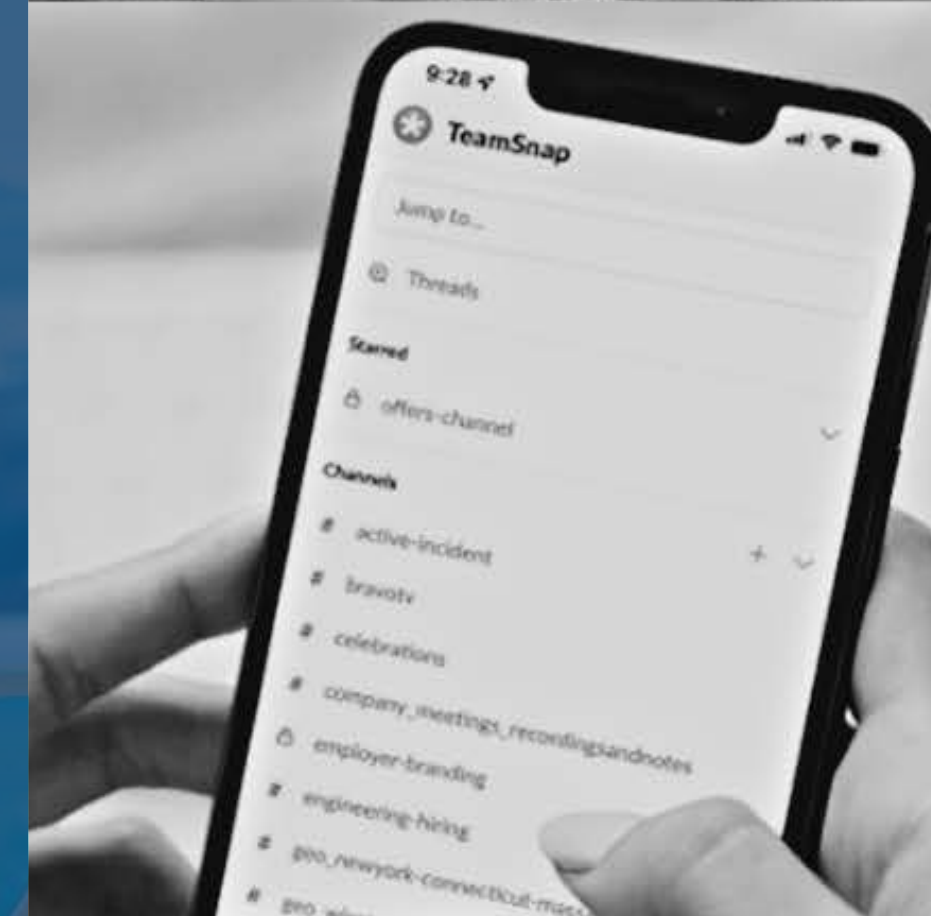
Remote Done Right



"I talk more with my team now than I ever did working in an office."

No matter where we work, connecting with our team is everything. We collaborate remotely via Slack, Zoom, GitHub, Dropbox and Google Workspace.

We also provide a generous stipend for your home office, so you can select the equipment you need to be your most productive and do your job to the best of your ability.





Bring Your Real Self to Work

One size does not fit all

You're not a culture fit at TeamSnap, you're a culture add, meaning creativity and innovation can't thrive when we're cookie cutter images of each other.

We're quickly growing more diverse, but there's always room for improvement. We are committed to inclusion and diversity, and this includes four employee resource groups: Women, People of Color, LGBTQIA+, and the Talent Acquisition Task Force, designed to reduce unconscious biases in our hiring practices. We hold ourselves accountable in building an environment where everyone feels valued and can always be themselves.



Bragging Rights

No shame in our game



2021 Outside Magazine's Best Places to Work

We landed on the top 50 best places to work in the nation. We've won this award several times, and it's a tremendous honor to be chosen by such a prestigious magazine.



2022 Built In 100 Best Remote-First Companies

Built In named TeamSnap on their 100 best remote-first companies list, based on compensation, benefits and culture. Remote works and we're proving it!



4.5 Glassdoor Rating

TeamSnappers are an honest bunch and a 4.5 out of 5 company rating motivates us all to keep building the best future possible for everyone at TeamSnap.

Total Rewards

You're # 1!

Great people build great companies and great companies take care of their people.

- 100% premium coverage of medical, dental and vision
- Paid parental leave for all parents, not just primary
- Unlimited PTO and flexible work hours
- 401K to help you invest in your future
- \$1,500 yearly career development stipend
- Excellent opportunities for career growth
- Travel to fun locations for all-meetings and team events
- Generous home office stipend to set you up for success
- TeamSnap Swag to keep you looking sharp
- Monthly stipend for health & wellness and much more
- Click that orange hand for more info. You know you want to!





Meeting Our Team

Interviewing takes time and can be downright stressful. Our rule of thumb is a 4-step process, though it can vary depending on roles and schedules. We strive to keep our process lean, but if there's a delay, you'll be the first to know.

Since we're remote-first, we rely on Zoom, but the phone works too if you can't be in front of a screen.

If you need any disability-related adaptation during the recruitment process, just let us know!

Last, but not least, come as you are. You matter during the interview, not what you're wearing!

1 Talent Acquisition

Our TA team will get to know you, your goals, and give you an overview of TeamSnap. They'll lead you every step of the way in our process.

2 Hiring Manager Interview

Next, you'll speak with the hiring manager, who'll give you more details on the role, their team, and discuss how you'll fit into it.

3 Team/Cross-Functional Interview

We'll have you meet with other members of the team and members of a cross-functional team you'll work closely within your role.

4 Practical Exercise/Leadership Interview

For certain roles, we might have you do a practical exercise or have you speak with someone on our senior leadership team.

Now Hiring Our Next MVP

If this sounds like the team for you, don't sit on the sidelines. We'd love to hear from you! Click that team logo and check out our job roster!

