Discover How We've Changed The Rules of Remote Working
WHY WE’VE PUT THIS TOGETHER

This document is part-handbook, part-blueprint, part-guidance manual, part-mission statement.

We want to show you the past, present and future of Mobile Jazz. How we started, where we’re at and where we’re going. And we want to tell you all about the core philosophy that makes Mobile Jazz such a unique company to work for — and with.

You’ll find detailed information about our remote working strategy, as well as cool stuff about our trips to Thailand, Cape Town and other amazing places. We’ll tell you how we build engaging apps, how we work together while scattered all over the world, and why we love kite-surfing so much.

We hope you find it informative, educational and fun.

Start Exploring!
MOBILEJAZZ COMPANY HANDBOOK

YOUR JOURNEY STARTS HERE

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In this chapter you'll discover more about Mobile Jazz, how we work, how we think and where we've come from.

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A TYPICAL DAY AT MOBILE JAZZ

1. Wake up, have breakfast and get ready to start the day.
2. Plan your day in Asana, then post your status update in Slack.
3. Get into the day with a couple of hours’ work.
4. Have a remote morning coffee break with a fellow member of the Mobile Jazz team.
5. Finish the morning’s work and head out for a well-earned break.
6. Enjoy a lunchtime run, swim or video game session - whatever you fancy to unwind.
7. Log back onto Slack for a quick check-in with the team after lunch.
8. Do a bit more work to complete the day’s key tasks.
9. Spend some time with your friends and family.
10. Finish the day’s work and turn off the laptop.
11. Play with the kids or head out for dinner with friends.

The schedule will vary for each team member, but everyone benefits from the flexibility that’s baked into our company DNA.

Our team is fully remote so people who work for us can adapt their workload to suit their personal circumstances.
A BRIEF HISTORY (AND FUTURE) OF MOBILE JAZZ

Back in 2011 Mobile Jazz co-founders Stefan Klumpp and Jordi Giménez met while freelancing for the same business. They wanted to build a different kind of company, a fun place to work with kind, dynamic and growth-oriented people.

Today Mobile Jazz has a staff of around 20, and our amazing team has built apps with over 100 million users across an array of industries including automotive, medical and aerospace. We’ve built the first app to reach 1,000,000 downloads on Android anywhere in the world, and our apps have an average rating of over 4.5 stars on both iOS and Android.

Here’s a brief account of our journey - and a glimpse of some exciting stuff coming down the pipe.

2011
SUMMER
Jordi & Stefan meet while collaborating on a freelance project and start talking about creating a new kind of company.

NOVEMBER
They decide to make the leap and create their own organization.

2012
FEBRUARY
Stefan and Jordi found Mobile Jazz in Barcelona.

DECEMBER
The team has already grown to five people.
A BRIEF HISTORY (AND FUTURE) OF MOBILE JAZZ

2013

NOVEMBER
Mobile Jazz opens an office in Dubai.

AUGUST
We hold our inaugural summer camp, a one-day trip to the Roman city of Tarragona in Catalonia.

DECEMBER
The team has doubled to 10 people.

2014

APRIL
Mobile Jazz launches a new web and backend team so we can offer a full package of services to clients.

JUNE
We launch another office, this time in Munich.

SEPTEMBER
We hold another summer camp, again in Tarragona (this time for two days).

NOVEMBER/DECEMBER
We hold our first remote office, a one-month workation on the Thai island of Koh Samui.

2015

MARCH
We hit the Alps for our first-ever MJ Ski trip, a one-week adventure in Austria.

JULY
MJ Summer Camp heads to the beautiful valley of Sant Llorenç de Morunys in the Catalan Pyrenees.

SUMMER
We turn our ‘remote logger’ experiment into a brand-new product: Bugfender.

OCTOBER
MJ Remote Office heads to the Italian region of Tuscany for two weeks.
A BRIEF HISTORY (AND FUTURE) OF MOBILE JAZZ

2016

WHOLE YEAR
One of our team travels the world, becoming the first member of the MJ family to do so.

JANUARY/FEBRUARY
MJ Remote Office pitches up in the stunning city of Cape Town - and we stay for two months.

MARCH
We take to the Austrian slopes again for another week of snow and après ski.

JUNE
We set up a dedicated company for Bugfender.

SEPTEMBER
MJ Summer Camp spends three days in the breathtaking Costa Brava resort of Sant Pere Pescador.

2017

MARCH
Again, we celebrate the arrival of spring with a one-week break in Austria.

MAY
Tarragona, one of our favourite places on earth, hosts MJ Remote Office.

AUGUST
MJ hits the trail with its first-ever hiking event, held in the Italian Alps.

SEPTEMBER
MJ Summer Camp touches down in Parc Nacional d’Aigüestortes, one of Spain’s most popular nature reserves.
A BRIEF HISTORY (AND FUTURE) OF MOBILE JAZZ

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2018

FEBRUARY
Since we loved Martinique so much last time, we decide to go back for our remote office.

MARCH
We extend our ski break to two weeks to satisfy all the Marcel Hirschers and Lindsey Vonns in our team.

APRIL
We realize now is the time to go fully remote, so we close all our office locations and start a new chapter in the MJ story.

MAY
MJ Remote Office goes back to Italy, this time to the evocative island of Sardinia.

2019

FEBRUARY
MJ Remote Office is going back to Southeast Asia. We’re still deciding on Thailand or Bali (expect much more heated debate in the months ahead)!

MARCH
Once more we’re returning to Austria for a two-week break on the Alpine slopes.

WRITE THE NEXT CHAPTER WITH US!
The history of Mobile Jazz is still being written. You can pen the next chapter!

Let’s keep building an amazing story!
COMPANY PHILOSOPHY

We’re probably the only company in the world whose CEO works out of a camper van.

Stefan spends his life travelling the world and chasing waves, pursuing his passion for kitesurfing. Other people in Mobile Jazz lead equally exotic lifestyles.

This is what we mean when we talk about Optimizing for Happiness, or O4H. That’s our guiding light, our first principle.

O4H is about reimagining the concept of happiness in business. Of sharing the company’s success with the people who make it happen.

O4H is based on four key principles:

• Give people the freedom to live the life they want
• Don’t think of colleagues – think of teammates
• Focus on learning and personal growth
• Remember: Profit isn’t everything
At Mobile Jazz, we realize the happiness of our team is just as important as the happiness of clients. If our colleagues are happy, they’ll transmit that in even better results. So we treat each other kindly, fairly and honestly and we care about our work-life balance. Growing our company culture is just as important as growing our client base.

Ultimately we want to be more than a company. Mobile Jazz is a community, a vision for the long-term. Maybe one day we’ll pivot into something different. Maybe we’ll build snowboards, create our own eSports team, or something else entirely. The important thing is that we’re building a team of like-minded people that can grow together.
HOW WE WORK

Let’s get to work! Learn about principles, structure, how we do remote working and which tools we use on a daily basis.

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Structure
Remote Working
Time Management & Holidays
Resource Planning
Tools
Workspaces
Meetings
What does our philosophy mean in practice? Well these are the 10 cornerstones of our culture.

- People are hired as much for their character as their skills. They have to buy into what we’re building.
- MJ is a meritocracy where ambition and dedication gets noticed. If you come up with a great idea, you can take ownership of it.
- Everyone has the same responsibility, and accountability. A new starter is just as responsible for the company’s success as the most senior team member.
- We don’t spew out corporate nonsense. Everyone understands our technology, and everyone should be able to explain it in simple terms.
- Everyone earns the same wage and bonuses are paid out of company profit-sharing. There are no ‘stars’ at Mobile Jazz: the team is the star.
- All decisions must be based on logic, and everybody is encouraged to take part in decision-making. Things don’t just happen because the team leads say so.
- Although we’re all remote, we’re all connected. Everyone knows when everyone else is working and we proactively help one another.
- We have fun. There are regular gaming nights, company visits to Thailand and Cape Town, and loads of other shared experiences.
- Everyone does everything. We all participate in sales, marketing, HR and other key tasks and we help each other out whenever we can.
- If we see a problem we take action, even if it’s not directly related to our own projects.
STRUCTURE

If Mobile Jazz had an organogram, it would look like this.

You might expect the typical pyramid-style structure, but we don’t believe in strict hierarchies. We build our structure around the skills of each team member.

All our teams overlap and everyone is responsible for managing projects, no matter whether they’re an engineer, designer or marketer.

Stefan and Jordi continue to lead the team, but everyone is a stakeholder in the company’s growth. So instead of a series of rigid lines, our organogram is a fluid, flexible blend of skill sets.
At Mobile Jazz, we’re mostly asynchronous - a remote team working all over the world. We used to have an office in Barcelona, but we closed it to realize our dream of total freedom.

We use a variety of software packages to stay in touch with one another (we’ll explain that later) and we stick to a clear code of conduct.

1. We use American English for all group and official communication (but if you’re chatting one-on-one with a teammate you can use French, Spanish, Chinese or Klingon - whatever you like!)

2. We let everyone else know our availability at all times. Whenever we log on and off, even if it’s just to go to the shop, we notify the team. This way everyone can plan their day and no-one is kept waiting on anyone else.

3. When someone pings us, we acknowledge it - even if it’s just a simple “Ok, I’ll take care of it later.” If we’re delegating tasks to a teammate, we need them to acknowledge they have capacity before we can proceed to the next task.

4. We review our personal section of the team planning doc each week to ensure we have capacity for all our projects. Anyone with too much work, or too little, is expected to flag with their PMs and team leads. We aim to speak to the leads once or twice a week - it’s a sign of good planning.
5 If we're in the middle of a project and we need to push on, we use Slack to let the team know. We leave a message telling everyone that we will be unavailable for a certain amount of time, and will check in again when we’re free.

6 If we're struggling with a project, be it a technical, planning or budgetary issue, we let the PM and team lead know as soon as possible. That way we can schedule fixes more quickly and reset client expectations if necessary.

7 If we see a client input and think it needs action, we jump on it. We can’t wait for someone else to sort it out. Everyone has the same responsibility at Mobile Jazz, and each team member is trusted to take charge of problems when needed.

Remote doesn’t mean alone. At Mobile Jazz we’re as tight as any office-based team. Communication is absolutely vital: that’s partly why we wrote this document.
TIME MANAGEMENT AND HOLIDAYS

Everyone is their own boss at Mobile Jazz. We all have the freedom to create our own schedule, based on our preferred pattern for the day. We can also take 'external days' to work on personal projects or assist other clients.

But we must remember the needs of the team. Whether we want to finish early so we can go off rollerblading, or we prefer to start later so we can sleep longer (like some people we won't mention) we make sure we coordinate with one another.

We also try to overlap with one another's schedules. Our rule of thumb is to overlap four hours a day with teammates to ensure we’re together for the core of the day. We use Central European Time (CET) as our benchmark.

Whenever we have a catch-up with team leads, it's important to raise any time and availability issues. Any concerns should be explained clearly, with as much detail as possible.

For vacation days, there is no limit. Everyone can take as many days as they want. If someone wants to delay a project to take a vacation and the client says it’s ok, that’s cool.

But we always check with our project lead and our clients, and examine our own responsibilities, before planning any vacation time. It’s vital that we understand how our projects and clients are affected before the request is submitted.

We’re all responsible for our own schedules and we owe it to the team to check properly before taking vacation days.
Resource planning is a key challenge at Mobile Jazz. Not just because we all work in different places, but because Optimizing for Happiness is about the team as well as individuals.

We have to ensure each individual has the right amount of work. If someone has too much work, or too little, it’s going to affect them negatively.

We use a Google Sheet to coordinate our resource planning. It maps out every project and every team member’s availability while also highlighting when each person is taking holiday or external days.

The document shows everyone exactly how much work they have on each project, while team leads have a panoramic view of how much bandwidth is available for new clients.

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Asana

Asana is a **cloud-based project manager** which enables users to create their own tasks and assign them to individuals. This tool lets us log all action-based communication, maintain clear lines of accountability and track the progress of each project from inception to final delivery.

Harvest

Harvest is a **time-tracking tool** which also generates invoices. We use it to work out how much time we spend on each project, calculate our invoices accurately, and carry out analytics on our own resource management.

Wiki

A Wiki is a website which can be updated by multiple people in collaboration. We use it to maintain a central library of **information about Mobile Jazz** and its processes so every team member has all the necessary information about our company.

Slack

**Slack is our virtual office.** It’s the messenger tool we use for all immediate work-based communication - and it allows us to share GIFs of skateboarding cats when things are quiet. We have clear channels for work and fun, so nobody gets disturbed with memes when they’re in the middle of a project.
**GitHub**

GitHub is a global storage library for code. Like millions of other developers around the world, we use it to store our open source libraries (the stuff we want to share with the public) and build it collaboratively with the rest of the tech community.

**Bitbucket**

Like GitHub, Bitbucket is a global library used to store code in the cloud. But, unlike GitHub, which is used the world over for open source code-sharing, we keep our Bitbucket account private and store our clients’ code there.

**InVision**

We use Sketch and Adobe for designing, but InVision is our main design hub. It allows us to build prototypes and share feedback both internally and externally. It’s great for UI and UX visuals, although we use it for other things too.

**Abstract**

Abstract lets us create branches off our original design file, build the new files individually and then put them back together in the master document. Multiple people can work on the same project at the same time, without creating any overlap.
Every member of Mobile Jazz is given their own personal Google Suite account, which gives access not just to email but to all G-suite features. We use Google’s services for lots of things including copywriting, emails, file storage, planning and arranging meetings.

One key aspect of being remote is planning and keeping everyone in step with what’s happening every day. This is why we use a shared Google Calendar which everyone can update at any time.

Google Drive gives us a single storage space for every single file we want to store or share with our colleagues. Any file related to projects, whether for client or internal use, is stored in the cloud and accessible to the people involved.

For all our official meeting appointments we use the Google Meet videoconferencing feature, which allows us to connect, either among ourselves or with clients, from various locations.
WORKSPACES

We don’t mind where our team works. Freedom and flexibility are crucial parts of Optimizing For Happiness: we work to live, not the other way round.

As an MJ team member you can work at home, in a coffee shop, in a library, in a co-working space, on a mountain, or even on a remote island in the middle of the Pacific Ocean.

All we ask is that our team members ensure they have the basic conditions to work effectively, remembering that they are working for a technology company.

BASIC RULES

- Peace and quiet - the sort of environment that suits the work we do.
- Availability for as long as you need it - working against the clock is never good.
- Stable electricity to ensure no sudden power outage.
- A good internet connection, sufficient to hold calls with video and screen sharing.
- A space where you can hold phone and video calls with clients and teammates.

We also ask that everyone has headphones and a microphone, as laptop microphones pick up a lot of background noise which can make video calls tricky. 🎧🎧
MEETINGS

As you’ll know by now, communication is fundamental to how we work. Everyone is empowered to manage their own schedule so it’s vital we’re all reliable, responsive - and responsible.

We also hold regular team catch-ups to ensure everyone is on the same page. We don’t meet face-to-face (that would be slightly difficult given we’re spread from Brazil to Thailand) but we hold regular gatherings using Slack and Google Meet, maintaining team harmony and ensuring everyone knows everyone else.

One of our golden rules as a team is that we’re never late for meetings. We owe it to each other to arrive on time.

MJ Weekly

Every Wednesday we hold the Mobile Jazz Weekly, an hour-long session where we share learning experiences and get to know the rest of the group.

As part of the session, a member of the team is asked to perform a demonstration, either of the project they’re working on (which is great for showing us the work other teams are doing) or a product they’ve built for their own enjoyment.

Everyone is expected to attend but don’t worry: if you’re on holidays or have an emergency, that’s fine!

Team Catch-ups

Each of our three teams - mobile, web and design - has its own weekly meeting mapping out key progress during the previous week, and laying out objectives for the week to come.

Again, these sessions are mandatory but they’re hugely beneficial in co-ordinating our projects and ensuring everyone has the correct amount of work.
MEETINGS

1-on-1 Calls

When you need to discuss a complex work problem with a colleague, it’s always better if you know them already. That way you’ve got a rapport with them, and you’re more likely to see where they’re coming from.

So we have an in-house bot that divides our team into pairs each week. This gives everyone a chance to make new friends and build their network.

The conversations don’t have to be about work. They’re usually just chit-chat, the sort of stuff you hear around the office watercooler. They’re great for building the MJ community and showing our team members just what amazing people they work with.

Remote Coffee

When we had a physical office, we used to say to each other “let’s go for a coffee” all the time. So we thought “why can’t we keep doing that now?”

Every day we have a coffee time slot and Google Meet link which anyone can join. This typically involves chatting online about work, family, or whatever comes into our heads. It’s a chance to catch up with old office colleagues and meet new ones.

MJ Talks

These take place on Wednesdays at lunchtime, after the MJ Weekly meeting. Although they are optional, the majority of MJ staff attend.

The talks tend to cover both technical and general life topics, expanding our team’s knowledge base while inspiring them to embrace new challenges. It’s like a TED talk, solely for us.

We’ve had technical talks on everything from design and development to investing in business, personal growth, financial investing and even the history of dance music.
MJ’s unique work structure only thrives if we all take responsibility. Here’s an overview of what we expect from each other - and the benefits our culture provides.

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Mentoring & Feedback
MJ University
RIGHTS & RESPONSIBILITIES

**OUR RIGHTS**

- Locations are completely flexible - we work wherever we want.
- There’s no set daily schedule - we can start and finish whenever works for us.
- We can take holidays whenever we need to.
- We can work on our own hobbies and side projects as long as we fulfil our work with MJ.

**OUR RESPONSIBILITIES**

- We take ownership of everything we produce.
- We take responsibility for managing our projects.
- All day-to-day liaison with clients is handled by us.
- No matter where we are, we stay in contact with the team.
MENTORING & FEEDBACK

Growth and Progression
We’re dedicated to the growth and progression of our team and are really focused on growing our colleagues’ skill sets and abilities.

Mentoring Program
We provide a mentoring program, with new starters assigned an experienced team member who will help them integrate into the company during the first few months.

Office Hours
In addition to the mentoring program, we hold bi-annual Office Hours, designed to grow the skills of our team through constructive feedback. Every week one person receives feedback from their team, focusing on the areas they excel as well as the areas they could improve. During these catch-ups, the team member will also be asked what motivates them in their career and personal life. Then Mobile Jazz works with them to realize these ambitions.
It’s essential that we keep improving as our industry changes. So Mobile Jazz runs a series of short courses within the organization, helping our team learn new technologies and skills.

MJ University is our umbrella title for these courses. They are designed to improve our overall knowledge base, and take our work to new levels.

Each of the courses is based around a skill we require every day for the work we do. Team leads decide who should attend and attendance is mandatory for those who are identified.

No set outcome is required, but those taking the programs are encouraged to learn something from them. We also love it when our team blog about their course and share their learning experience with the world.
PROJECTS

At Mobile Jazz we want to evolve beyond an agency. We’re always looking to expand our repertoire and branch into new territory. It keeps us on our toes and helps us achieve our vision of personal growth, while adding value for our clients.
Like many great innovations, Bugfender came from an experiment. We were getting frustrated by the challenge of finding bugs in our apps, as our users were spread all over the world and many issues were localized to a handful of devices.

So we started developing our own product and created Bugfender. It’s a remote logging service that allows developers to monitor every single user’s device, no matter where they are in the world.

Bugfender eliminates the need for developers to contact users when there’s a problem. It also goes far beyond the typical crash report and logs everything about an app’s performance, giving developers a forensic view of their product in the real world.

We already have well over 2,000 users and the Bugfender SDK has been installed on over 9.5 million devices. We’re still investing heavily in the product, so this growth will continue.

Visit Bugfender’s Website
Our developers built a product that would let the client see their project without even having to ask. Suddenly each person in the design process had a single URL, so everyone could see what was going on, all the time - great for live demos during a conference call.

Localname

Jazzy was inspired by the messaging app Firechat, which relies on Bluetooth and WiFi to deliver messages to phones up to 200 feet away in areas without a cell signal (such as the annual Burning Man festival in the Nevada desert).

iBeacon Lamps

We wanted to build a tool that could automatically operate the lamps in our office with an iPhone, using iBeacon technology. The core idea was to design an energy-saving solution that would automatically turn our lamps on and off based on our physical location in the room.

Enterprise Push Technology

Messages are created, processed and sent from the company’s own infrastructure, so there’s no need to hand over sensitive data to third-party providers when it comes to notifications.
We’ve helped Airbus make their engineering flow even more precise by building a Windows application that tracks build times, and flags any issues, during the aircraft construction process.

Working for a military aviation client, we built an application that collects and monitors a jet’s sensory data, giving analysts a forensic overview of the plane’s performance.

This app deploys world-class IoT design to help those with severe allergies. The user’s smartphone is connected directly to their epinephrine case, and monitors the liquid to ensure it’s always ready to use.

Working with this global healthcare leader, we designed, built and maintained a suite of multi-lingual websites, applications and tools to help diabetes patients access the latest information about their condition.
We were privileged to build the MyMoments app, which enables people to **create images to express their emotions**. The app is already helping people across the United States find peace, comfort and empowerment.

socialPALS wanted to build a revolutionary **automated platform** which could design a brand’s entire marketing campaign and share it with retailers in just a few clicks. We made that vision reality.

AVG is one of the most downloaded antivirus apps in the history of Android. Our engineers have played a key role in helping the company **scale and bring disruptive new features** into the Android ecosystem.

Skyscanner invited us to help them build a **responsive version** of their rental services offering. Working as part of their team, we constructed a tool perfectly attuned to their existing platform.
In this industry there’s no point guarding the secrets of your success. Someone else will just figure it out anyway. If you hoard your discoveries, all you’re doing is holding everyone up.

At Mobile Jazz we don’t want to be a digital version of Gollum, guarding our precious code. We want to share it with everyone and enhance the global community. Open source is a crucial part of this process.

The one condition is that, if you want to create an open-source project, it must add value to MJ’s codebase while promoting good code and good practice. And you have to be committed to finishing the project, which can involve a formidable amount of work.

“If we think our code will be useful to people, we make it publicly available. That doesn’t just help other developers; it helps us, too. Open-sourcing has enabled us to build a huge library of leading-edge products and innovations. So whenever we begin a new project, we have a headstart.

“We only develop quality open-source projects. If it’s not going to be quality, it’s not worth doing.”
MORE THAN A COMPANY

At MJ we want to create amazing adventures, not just amazing products. Check out some of the epic trips we’ve been on.
TRAVEL AND ADVENTURES

Globe-trotting with Mobile Jazz

Over the next few pages we’ll take you through some of the cool stuff we do. We hope you enjoy reading about our adventures and get some travel ideas of your own!

As well as encouraging personal travel, we organize a series of events around the world designed to bring us closer together while having fun and sharing amazing experiences.

Wanderlust is one of our proudest traits. We’re all happy nomads who love nothing more than jumping on a plane and exploring the most exotic corners of the planet.

We actively encourage our team to spread their wings and seek adventure. A core part of O4H is making your job work for you. If you’re having fun and loving your surroundings you’re more likely to deliver bold, inspiring work.
In 2018 we decided to leave our office in Barcelona, which held many happy memories for us, to go fully remote. But we still want to ensure the entire company gathers in a physical location at least once a year.

So we've reinvested the money we've saved on our office in a fully paid remote week.

Where are we going?

The inaugural MJ Remote Week (2018) took place on the Spanish island of Gran Canaria, chosen by our team. We will explore future locations in due course and all suggestions are welcome.

What are we doing?

We continue to provide a full service for our clients, with a stronger focus on creative work and workshops. We also enjoy loads of awesome activities including surfing, yoga, trail running and movie nights.

It is compulsory?

Attendance will be mandatory as we see this as vital to the company’s evolution. We hope that people won’t see it as an obligation - they’ll want to go!

Is it paid?

Yes, everything is covered.
Mobile Jazz was born in Catalonia and we like to go back whenever we can to celebrate the place of our birth.

Summer Camp offers us the chance to come together and have some fun in a typically Catalan setting. Partners and kids are very much welcome so it’s a real family atmosphere, with team members flying in from all over the world.

Where are we going?

Previous locations have included Tarragona, Sort, Odén and Sant Tomàs de Fluvià. We look for locations with activities such as rafting, snorkeling and kite surfing (Stefan is a kite surfing addict and he loves sharing his passion!)

It is compulsory?

No but we really appreciate people making the effort to come along.

Is it paid?

Summer Camp is fully paid.

What do we do?

We’ve done all kinds of things, from rafting in Sort to exploring the Roman ruins of Tarragona. And we always divide the team into groups, with a different group cooking each night - which can get pretty competitive! If you like your cards we regularly bust out a game of The Resistance (if you haven’t played it, be warned: it can cause all kinds of arguments).
We wondered if it was possible to take our remote working vision to the world's most exotic locations. We wanted to extend the concept of Optimizing for Happiness to its extreme, giving our team the freedom to work while basking in natural beauty.

So we chose to visit the Thai island of Koh Samui in 2014. After all, if you can work from anywhere, why not beneath a palm tree with a mango fruit shake by your laptop?

This beautiful location, with its crystal-clear seas and perfect white beaches, took our team ethic to new levels. The change of scene enabled us to find new reserves of creativity and give our clients an even better service. When those clients found out what we’d done, they didn’t want to work with us anymore - they wanted to work for us!

So now we make a point of taking the MJ crew to one of the world’s most evocative locations every year. We won’t force anyone to come - but no-one needs much persuading!

Where do we go?
As well as Thailand we’ve been to Cape Town, Bali, Martinique and the Spanish surfing enclave of Tarifa (again, Stefan was very happy when we chose that one!)

What do we do?
Our clients can rest assured that our productivity never drops on these trips, and we always work our full hours. But we also find time for hiking, snorkeling and all manner of other fun activities. We’ve even been known to enjoy the odd Full Moon Party or two!

It is compulsory?
No, but we’ve found it’s not a very hard sell!

Is it paid?
Mobile Jazz will pay for the accommodation provided at least five people attend (this has been the case for every event we’ve held so far). Flights, food and social costs are paid by the team members themselves.
Thanks for reading.

If you liked our vision, feel free to share it with friends, family and colleagues.

If you have any questions or suggestions, reach out to us at hello@mobilejazz.com