

ICEYE

CANDIDATE PACK

WWW.ICEYE.COM





WE OWN THE WORLD'S LARGEST SAR SATELLITE CONSTELLATION

ICEYE empowers others to make better decisions by providing access to timely and reliable satellite imagery. We help people understand world events through data in nearly real-time, enabling them to make actionable, intelligent choices using solutions that seemed impossible before.

Our mission is to deliver unmatched persistent monitoring capabilities for any location on Earth for our customers in sectors such as insurance, natural catastrophe response and recovery, security, maritime monitoring, and finance.

WE MAKE THE IMPOSSIBLE POSSIBLE



RAFAL MODRZEWSKI
CEO, CO-FOUNDER



PEKKA LAURILA
CSO, CO-FOUNDER



SUSAN REPO
CFO



OUR HISTORY



2012 - 2014

IDEA & FEASIBILITY

The ICEYE team originated from the university nanosatellite group Aalto-1. There was a joint course organized by the Aalto Business School and the Stanford University Technology Ventures program, which called for technical teams to join. The course took place during the spring term of 2012. The team had to become experts in every piece of design and implementation of Synthetic-Aperture Radar - learning by doing was a defining characteristic of the team from early on.



NOVEMBER 2015

**ICEYE HAS SECURED \$2.8M
IN R&D FUNDING**



2016

COUNTLESS PROTOTYPES



AUGUST 2017

**A-ROUND OF \$13M IN FUNDING,
INCLUDING AN \$8.5M FINANCING
ROUND LED BY DRAPER NEXUS.**



JANUARY 2018

WE GO TO SPACE!

ICEYE-X1 is ICEYE's first proof-of-concept microsatellite mission with a SAR sensor as its payload.



MAY 2018

**A-ROUND OF \$13M IN FUNDING, INCLUDING
AN \$8.5M FINANCING ROUND ICEYE'S
SERIES B FUNDING ROUND OF \$34M.
INCLUDING FINANCIAL BACKING FROM
PREVIOUS INVESTORS.**



JUNE 2020

ICEYE DEMONSTRATE A LEAD TIME OF 15 MINUTES FROM IMAGE ACQUISITION TO DELIVERY.



SEPTEMBER 2020

ICEYE CLOSES A LARGER THAN PLANNED \$87M SERIES C FUNDING.



JUNE 2020

TWO NEW SAR IMAGING MODES ARE AVAILABLE FOR ORDERS WORLDWIDE:

Spotlight High and Stripmap High provide finer resolution of ICEYE's standard Stripmap and Spotlight imaging mode.



OCTOBER 2019

ICEYE ANNOUNCED THAT ITS RECENTLY DEVELOPED SPOTLIGHT IMAGING MODE

Which enables 1-meter radar imaging from the company's satellite constellation.



JULY 2019

ICEYE REPORTED SUCCESSFUL LAUNCH OF TWO SAR SATELLITES.



MAY 2018

THE ICEYE-X2 SATELLITE WAS DELIVERED INTO ORBIT ABOARD A SPACEX FALCON 9 ROCKET.



JANUARY 2021

THREE NEW SATELLITES LAUNCH ON SPACEX'S FALCON 9



JUNE 2021

FOUR NEW SATELLITES LAUNCH ON SPACEX'S FALCON 9



JANUARY 2022

ICEYE SUCCESSFULLY LAUNCHED TWO NEW SAR SATELLITES INTO ORBIT.



FEBRUARY 2022

ICEYE RAISES \$136M IN SERIES D FUNDING ROUND.



MAY 2022

ICEYE SUCCESSFULLY COMPLETED ITS LARGEST SATELLITE LAUNCH, PLACING FIVE NEW SAR SATELLITES INTO ORBIT



CURRENTLY, ICEYE HAS OVER 550 EMPLOYEES FROM MORE THAN 57 DIFFERENT NATIONALITIES

ICEYE employees are located in several countries but are mainly based in Finland, Poland, the US and the UK. At the time of its first satellite launch in 2018, ICEYE had about 30 employees.



ICEYE VALUES

BE CURIOUS

Develop yourself and go deeper into the subjects you are interested in by asking questions, listening carefully, and using critical thinking.



SEE THE BIG PICTURE

Always aim to see the big picture by understanding the reasons behind decisions, considering how your work affects others, and aspiring for setting and achieving meaningful goals.

DRIVE EFFECTIVE TEAMWORK

Teamwork drives success: be resourceful in your work, communicate effectively, and ensure that teamwork processes are efficient and meaningful.

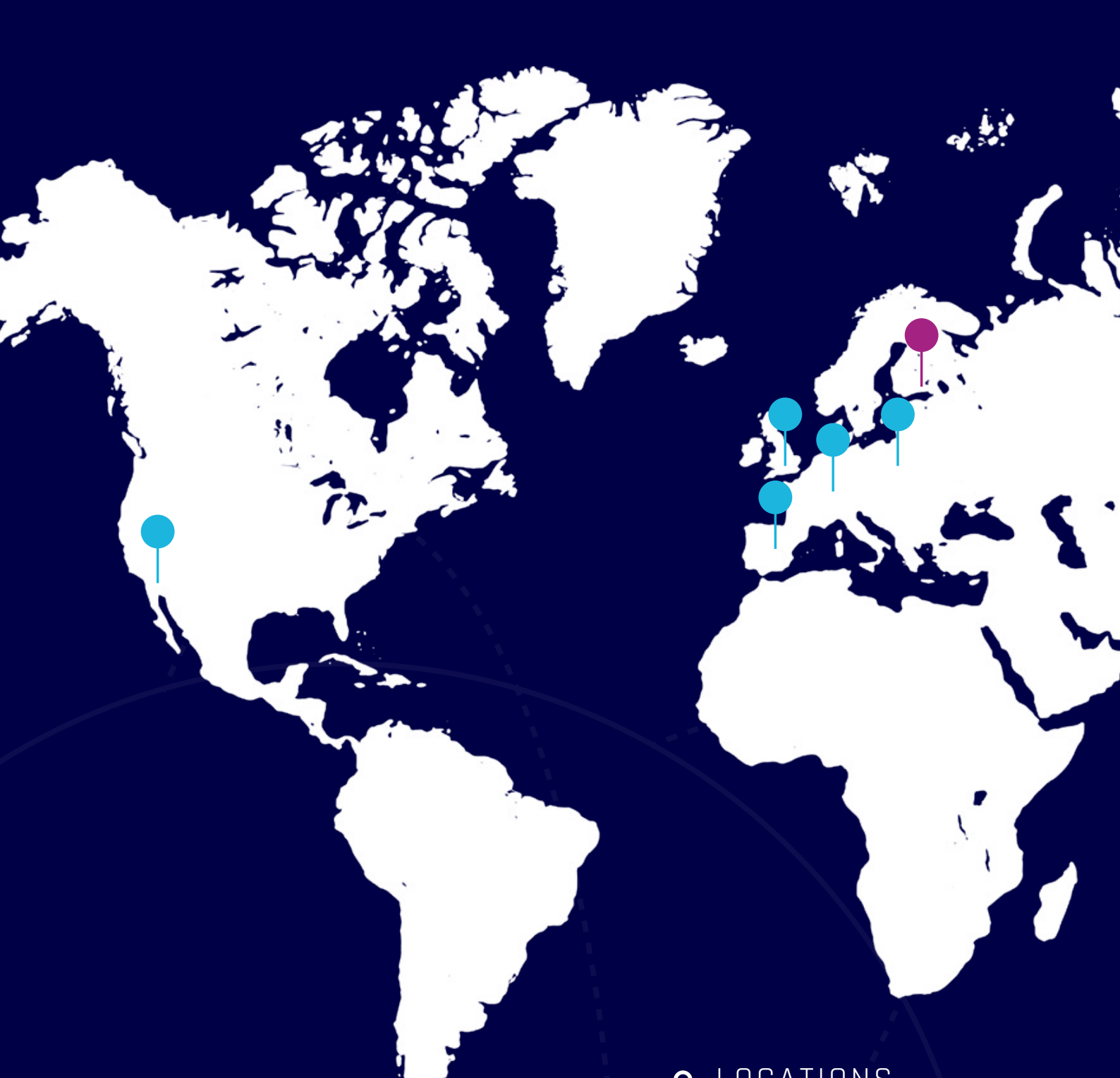


ACT AS ONE

Help others and ask for help. Trust your colleagues and be trustworthy. We are in this together, and we need to rely on each other when necessary.

HAVE FUN

Aerospace is fun. Give yourself credit for things you achieve and take time to enjoy life.



CULTURAL DIVERSITY

57+

NATIONALITIES
REPRESENTED AT ICEYE

LOCATIONS

GLOBAL HQ ESPOO,
FINLAND

WARSAW, **POLAND**

BORDON, **UNITED KINGDOM**

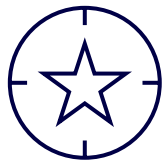
LUXEMBOURG CITY,
LUXEMBOURG

IRVINE, CA **UNITED STATES**

MURCIA, **SPAIN**



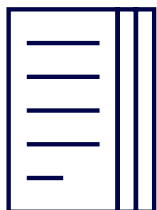
YOUR PERSONAL
GROWTH & DEVELOPMENT
IS IMPORTANT TO US



GENERAL BENEFITS

- **EMPLOYEE REFERRAL BONUS**
- **OFFICE AWAY - POLICY**
- **BIRTHDAY GIFT SAR IMAGE**
- **PATERNITY LEAVE**
(FULL PAY FOR 2 WEEKS)
- **MATERNITY LEAVE**
(FULL PAY FOR 3 MONTHS)
- **LANGUAGE LESSONS &
TRAINING BUDGET**
- **SPECIAL WORK EQUIPMENT
REIMBRUSEMENT**
- **EMPLOYEE INVENTIONS POLICY**
- **FAMILY / SIGNIFICANT
OTHER POLICY**

RECRUITMENT PROCESS



FIRST STEPS

Once you have made an application, a member of the recruitment team will contact you to understand more about your career history along with future goals and aspirations, we will also want to understand your values to ensure these are in line with ours.

If we mutually believe the role is the right career choice for you, we will submit your application to the hiring manager for review.

We endeavour to receive feedback from the hiring manager within a timely manner.



PREPARATION

The number of interviews depends on the role you applied for. You can typically expect the following process:

1. INITIAL MEETING

First stage informal meeting with Hiring Manager - to learn more about you, your motivations and interest in ICEYE.

2. TEAM INTERVIEWS

Meeting with Senior Manager (this could also include additional meetings with team members who you would work with daily). The interviews and task could be completed within a 2 week period, depending on availability of all interviewers & length of assignment.

3. RECRUITMENT TASK

This is dependant on the role, but most job roles come with a form of activity

4. EMPLOYMENT OFFER, HIRE & ONBOARDING TASK

Welcome on board! After you accept our offer, it's time for you to meet our team and start your onboarding process. Our goal is to ensure that you feel comfortable and confident in your new role, and that you have the resources and tools you need to succeed.



OUR COMMITMENT TO YOU

Your dedicated recruiter will stay alongside you every step of the way and ensure you have all of the tools and information you require so that the process will be as smooth and succinct as possible.

We will make ourselves available to work around you whenever is best; we communicate via telephone, MS Teams, Zoom or Whatsapp - whichever you feel most comfortable with.

Be prepared to provide references at latter stages of the process (you may be asked to present at least 2 previous referees at final stages).

If you are relocating, you will receive full relocation buddy support from our third party relocation service provider.

Diversity & inclusion are core values at ICEYE. We are passionate about building and sustaining inclusive and equitable working and learning environments for all staff. Every member of our team enriches our diversity by exposing us to a broad range of ways to understand and engage with the world, identify challenges, and discover, design, and deliver solutions.

HEAR FROM OUR EMPLOYEES



**OSCAR
GIL**

DIRECTOR OF SPACECRAFT
ENGINEERING

I joined in my second year of my masters and I never left! I was caught in a fascinating field, wonderful people with great skills and a challenging project. It rarely gets boring. I think the company motto captures this quite well, 'make impossible possible'. ICEYE is a true melting pot of ideas, personalities, cultures around the world showing that it doesn't matter where are you from we are all together collaborating for the same objective, there is a sense of belonging, friendship and family.



**SINAN
ISLEKDEMIR**

STAFF SOFTWARE
ENGINEER

I started coding when I was 14. In ICEYE, after 20 years, I feel that same thrill I got when I was 14 and I can't describe how valuable that is to me. I believe, every kid wanted to be involved with the space industry at some point. Now I am able to write code that enables the communication to our satellites and it's the most exciting thing I have done in my career. I feel that I am learning everyday. And this is all thanks to the culture of ICEYE. You are allowed to experiment and it doesn't matter if you are the new guy or not. Your opinions always matter. You are being heard. If you can show the benefit of your ideas, they can be applied. There is nothing that stops you from trying new technologies or architectures. Indeed, that is encouraged.



**TIINA
KOISTINEN**

PARALEGAL,
FINANCE & LEGAL

I chose to work for ICEYE because the combination of law and compliance matters and the intriguing aero-space industry seemed something not to be passed. Working in a company which is a fore-runner in new space technology on top of the company coming from Finland also impressed me. As ICEYE is constantly growing, the stage that the team was in was also very tempting as it meant there would be many other team members joining the team at the same time and lots of common development projects in sight. Also, the existing team members seemed super nice and professional. The international working environment was also a big reason.

Writing this, it has been 10 months since I joined and my career has definitely taken the desired track thanks to the open dialogue within our team. I work as Paralegal so my job involves a variety of supportive and independent tasks concerning mostly regulative and compliance matters - there is a lot to learn and I feel that I have the full support in developing myself professionally within the areas of my interest.

The best thing is that everyday is different and offers you something new to learn. There are great and fun people working at ICEYE - I enjoy that during the week I get to speak with people from all over the world. Meeting new, as well as familiar people in the company kitchen or via Slack is one of the best things at ICEYE.



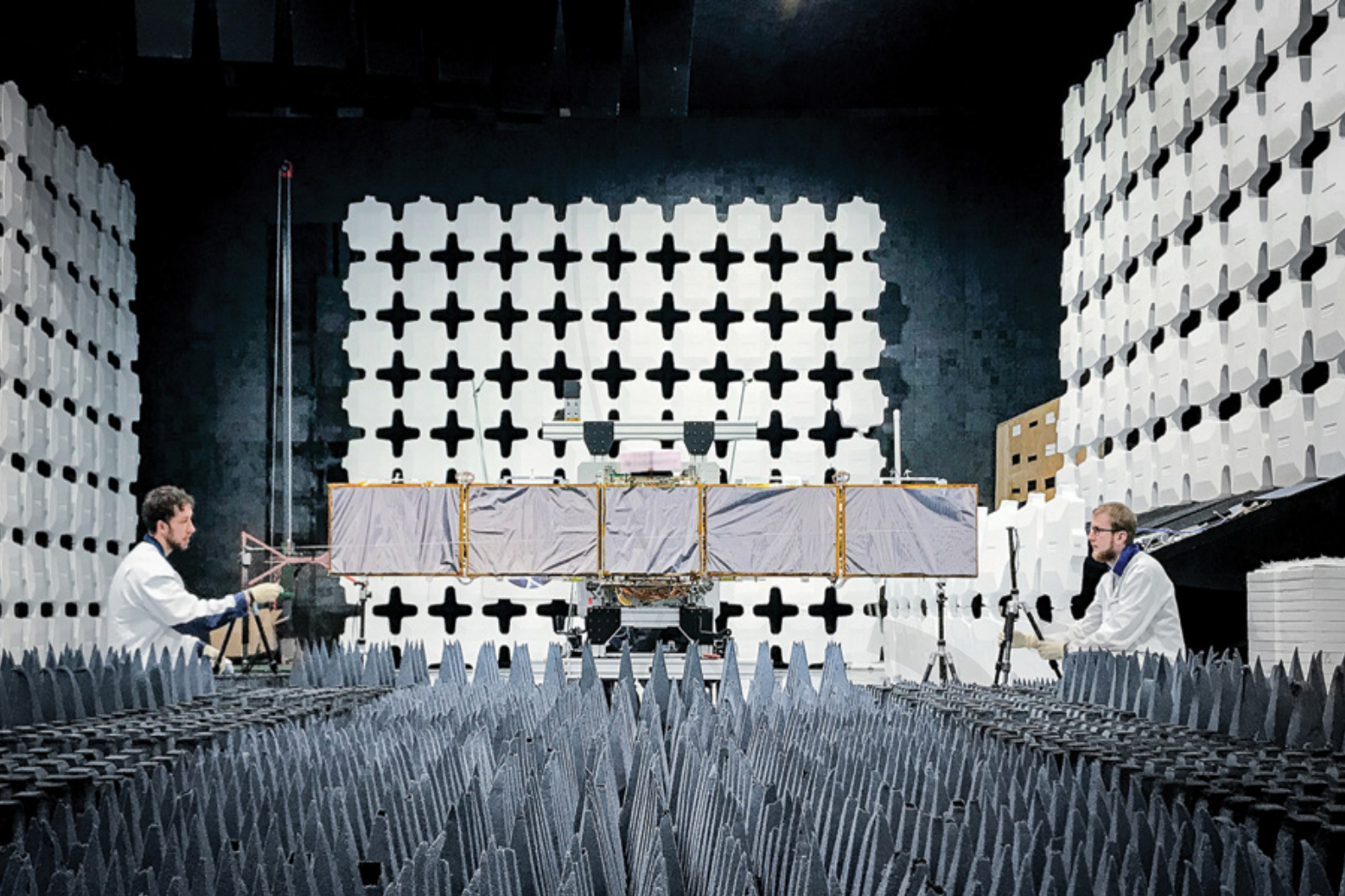
**KIRILL
VORONA**

GLOBAL SALES OPERATIONS
ADMINISTRATOR

The position offered by ICEYE was a perfect fit to combine my experiences and knowledge with challenges to solve and skills to gain. The New Space industry is rapidly growing along with data of all kinds becoming the main resource globally. I was definitely attracted by being able to keep up with trends, learn and grow together specialists in various fields - from marketing to space missions.

I initially started my way in ICEYE from being an Administrative intern, then the internship turned into a full-time position, which was adjusted within a couple of months into a role, which suits both my interests and the company needs. Therefore, I can say that a career here evolves just like the company, rapidly, steadily and in the right direction.

Working in ICEYE is an opportunity to participate and contribute to the success story of a great company, while being able to grow personally and do what you enjoy regardless of your job position and title.

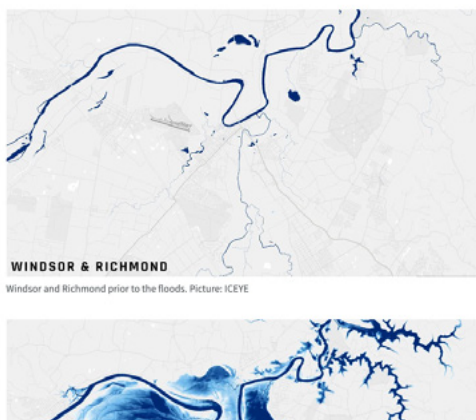


**TERO
REHULA**
CHIEF OF STAFF

ICEYE is a fast growing company on a very exciting mission. I first joined ICEYE's Solutions team to be part of launching a new business unit in the natural catastrophe monitoring space. It is both very challenging and also very rewarding to build truly unique solutions that don't exist in the market today. It requires lots of strategic and creative thinking.

Since then I've been promoted twice and currently work as a Chief of Staff to the CFO. It's amazing to be learning from the seasoned senior leaders in the company. I've gained so much professional experience at ICEYE in a short period of time.

ICEYE IN THE NEWS



ICEYE

PRESS RELEASE

Funding

USA

ICEYE Raises USD 136M in Series D Funding Round



g in Camden, a suburb of Sydney about 40 miles from the city's central business July 4. The flooding extent was detected by ICEYE's synthetic aperture radar e" through clouds and at night. Darker blues indicate deeper the water. (ICEYE)

The devastation is vast but still not fully known. The repercussions are clearer.



Towns in multiple countries have been devastated. We used radar technology to look through the clouds at the damage below. Photo by Christof Stache/Agence France-Presse — Getty Images

The floodwaters from one of Germany's worst disasters in memory receded on Saturday but the vast devastation and loss of life, still not fully known, are prompting the country to confront issues of lifestyle and governance just two months before pivotal national



Forbes

The New York Times



Bloomberg

The Washington Post

WIRED





GET IN TOUCH!

in



recruiting@iceye.fi