



Engineering Insights and Overview

WE ARE RELATIVITY

Our Purpose:

Our roots are in helping customers solve data challenges in legal proceedings and investigations. As data volumes grow exponentially and new data sources are introduced, legal teams have more to sort through and need an efficient way to collect, search, analyze, and produce electronic evidence. Today, legal practitioners are tasked with an even broader range of requests, from data breach response and privilege reviews to sensitive and confidential data discovery. We're meeting these needs with technology and advancements that support any legal work across an organization.

Our Company:

In 2001, Andrew Sieja, a Polish American, founded a small software consulting firm based in Chicago that has since grown into Relativity, a market-leading legal technology company. In 2015, we expanded our global operations by opening our Kraków office. Today, led by CEO Phil Saunders, our global company includes over 1,500 employees who are passionate about technology and are continuously finding new ways to make our software more flexible, more scalable, and easier to use, so that our more than 360,000 annual users can find the truth in their data—faster.

Our Products:

Our flagship product is RelativityOne, a secure cloud-based legal data solution with integrated AI that manages large volumes of data and quickly identifies key issues during litigation and internal investigations. We also offer products that integrate with RelativityOne and enable customers to unlock more value from their data. These include:

- Relativity Contracts
- Relativity Data Breach Response
- Relativity Personal Information Detect
- Relativity Legal Hold
- Relativity aiR for Privilege
- Relativity aiR for Review
- Relativity aiR for Case Strategy

Our Technology:

We use the latest cloud technologies and multi-tenant architecture patterns to scale our system to handle petabytes of data while ensuring high reliability of our services and strong security of customer data.

- **Our technology stack encompasses a variety of languages and frameworks** including C#, ASP.NET, ASP.MVC, Angular.js, Knockout, NHibernate, and Entity.
- **We leverage a range of tools** such as JIRA, GitHub with Copilot, Jenkins, NewRelic, OpenTelemetry, Salesforce, NUnit, and Harness for efficient development and testing processes.
- **We operate across diverse platforms** like Azure, AI Studio, MsSQL Server, CosmosDB, Snowflake, and Kubernetes, while integrating cutting-edge solutions like Microsoft Copilot to enhance our efficiency.



OUR MISSION

Organize data.
Discover the truth.
Act on it.

WHY JOIN RELATIVITY ENGINEERING IN POLAND?

Cutting Edge e-Discovery at Petabyte Scale: Be part of a forward-thinking company that leads the legal data and technology industry, utilizing cloud native patterns in Azure to manage and analyze petabytes of structured and unstructured legal data with unmatched precision.

Inspiring Atmosphere and Product Domain Ownership: Work within co-located teams, enjoying ownership and autonomy and experiencing the satisfaction of leading and contributing to innovative solutions.

Best-in-Class DevOps Practices: Contribute to and benefit from our commitment to best-in-class DevOps practices. We work in an environment that values continuous integration, deployment, and improvement, enabling a streamlined and agile engineering process.

AI and LLM Integration: Dive into cutting-edge projects, including those involving Artificial Intelligence (AI) and Large Language Models (LLM). We shape the future of legal data by leveraging advanced technologies to enhance data analysis, classification, and overall efficiency.

Rapid Growth: Take part in the unprecedented growth of the global legal data business benefiting Relativity, its Poland office, and its customers.

OUR CULTURE AND OFFERING

Our organizational culture is focused on:

- **A Learning Culture:** We believe in a feedback-oriented culture that inspires continuous professional growth and development, while still staying true to Relativity's small startup roots.
- **Openness and Diversity in Teams:** We value diversity and seek employees who will bring their authentic identity to the team.
- **Global Collaboration:** We work in an environment that enables and encourages collaboration and communication on a global scale.

We also provide:

- Unlimited discretionary paid time off and five months of paid parental leave
- Long-term incentive program allowing employees to benefit from the company's growth
- Annual bonus
- IP Tax relief up to 80% depending on the role type
- Hybrid workplace arrangements and IT and home office stipends
- Flexible health and life insurance plans, with the ability to choose from various providers and plans
- Training programs and access to technology and industry conferences

We work hard but have fun. Our work atmosphere is characterized by strong interpersonal connections and friendships among employees. Our modern office is located in the city center and features a professionally equipped fitness room, an area for games, a terrace equipped with deck chairs and relaxation areas.

[View open positions and apply here.](#)



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RELATIVITY POLSKA BY THE NUMBERS

- Regional HQ in **Kraków**
- **9 years** of presence
- **400+** employees
- **23 nations** represented
- **200+** engineers in Poland across nine product domain areas
- **360,000+** annual users of Relativity worldwide
- **197 AmLaw 200 firms** use Relativity
- **190+ Fortune 500 companies** use Relativity
- **5200+** Relativity certified professionals
- **140+ custom applications built** by Relativity and our partners