

Software Engineering

Why Engineers Thrive at Integral Ad Science and Bilt Rewards

Employees shared how supportive teammates, a culture of ownership and real growth opportunities define their teams.



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Published on Jul. 14, 2025

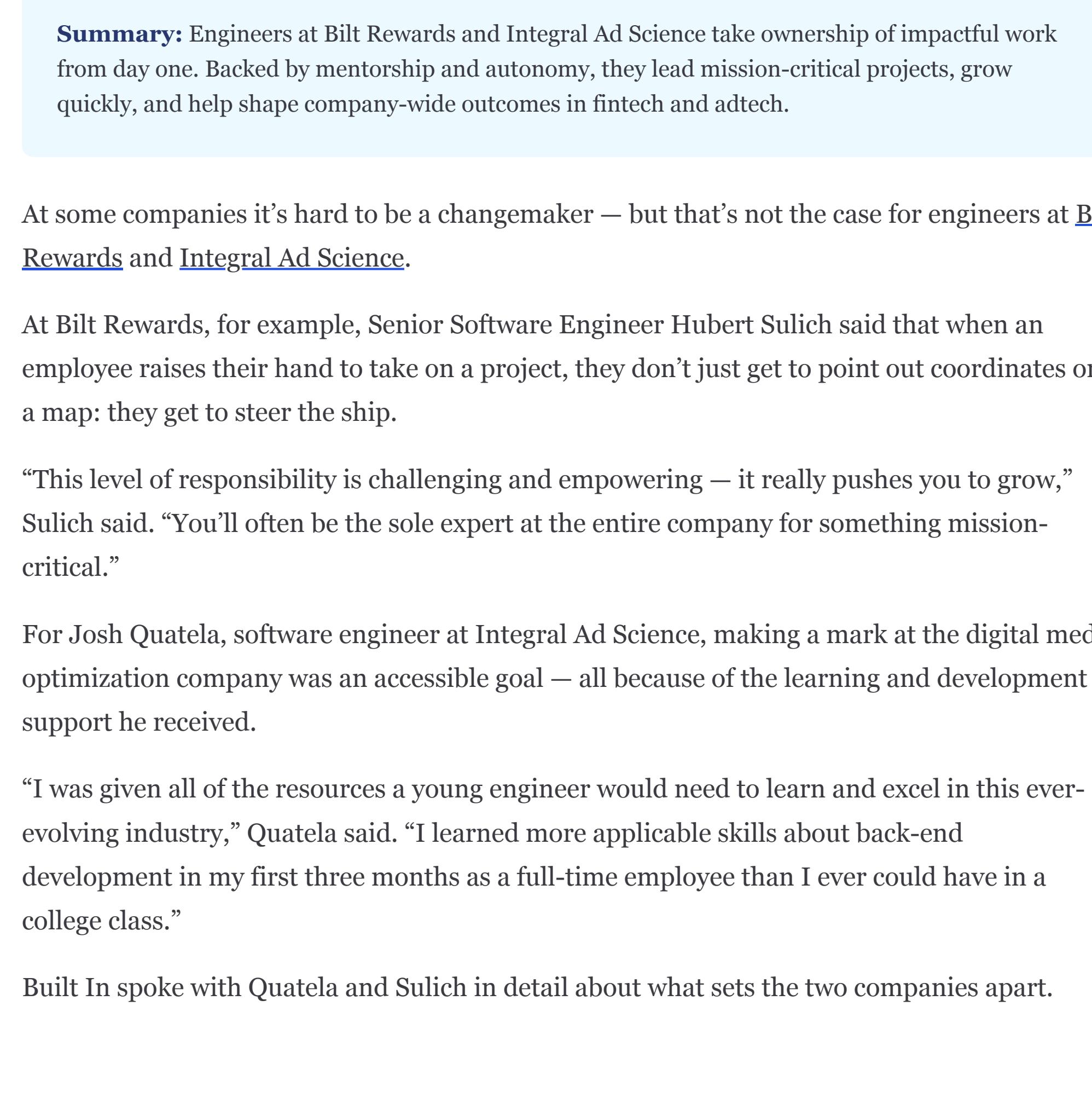
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Summary: Engineers at Bilt Rewards and Integral Ad Science take ownership of impactful work from day one. Backed by mentorship and autonomy, they lead mission-critical projects, grow quickly, and help shape company-wide outcomes in fintech and adtech.

At some companies it's hard to be a changemaker — but that's not the case for engineers at [Bilt Rewards](#) and [Integral Ad Science](#).

At Bilt Rewards, for example, Senior Software Engineer Hubert Sulich said that when an employee raises their hand to take on a project, they don't just get to point out coordinates on a map: they get to steer the ship.

"This level of responsibility is challenging and empowering — it really pushes you to grow," Sulich said. "You'll often be the sole expert at the entire company for something mission-critical."

For Josh Quatela, software engineer at Integral Ad Science, making a mark at the digital media optimization company was an accessible goal — all because of the learning and development support he received.

"I was given all of the resources a young engineer would need to learn and excel in this ever-evolving industry," Quatela said. "I learned more applicable skills about back-end development in my first three months as a full-time employee than I ever could have in a college class."

Built In spoke with Quatela and Sulich in detail about what sets the two companies apart.

Josh Quatela

Software Engineer • [Integral Ad Science](#)

Integral Ad Science is a global media measurement and optimization platform that delivers actionable data for digital ads.

What word describes your company culture and why?

If I had to choose one word to describe the culture at IAS, it would be inclusive. From day one, I felt a sense of community both in and out of the office. I joined IAS near the tail end of the Covid-19 pandemic, and even though my team was spread across the country, they found ways to connect and make me feel welcome. One of my favorite memories was our Friday virtual hangouts where we played Pictionary and other games, which was a great way to bond despite the distance.

Years later, as a full-time employee, I'm still impressed by the welcoming spirit across the company. From starting as an intern to now working as a software engineer, I've always felt that my input was valued and welcomed. IAS fosters a culture of collaboration, encouraging everyone to bring unique and diverse perspectives to solving meaningful problems.

Even though most of my team isn't based in my office, colleagues from other teams regularly invite me to coffee chats, ERG events and happy hours. Most recently, joining the New York office's intramural volleyball team was another great example of how people across departments come together to build community.

Photo: Integral Ad Science

How long have you been with the company, and what professional growth or development have you seen in that time?

I started with IAS roughly three years ago. I joined the team as an intern the summer before my senior year of college. When the summer concluded, my team offered me the opportunity to continue my internship at IAS throughout the school year and was very accommodating to my class schedule. During that time, I was able to complete my degree while also making strides for my professional development through engaging projects and presentations of my work to senior leadership. When my school year was coming to a close, I was offered a full-time position as an associate software engineer.

Whether it was through online learnings, huddles with team members or new projects I had ownership of, I was given all of the resources a young engineer would need to learn and excel in this ever-evolving industry. I learned more applicable skills about back-end development in my first three months as a full-time employee than I ever could have in a college class.

A year and a half after joining full-time and learning as much as I could about IAS and the adtech industry as a whole, I was given a promotion to software engineer to continue my journey of designing and developing services at scale.

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