

eBook

HTEC Invests in Your Growth

400+ Anthropic Claude Certifications.
Countless Growth Stories.

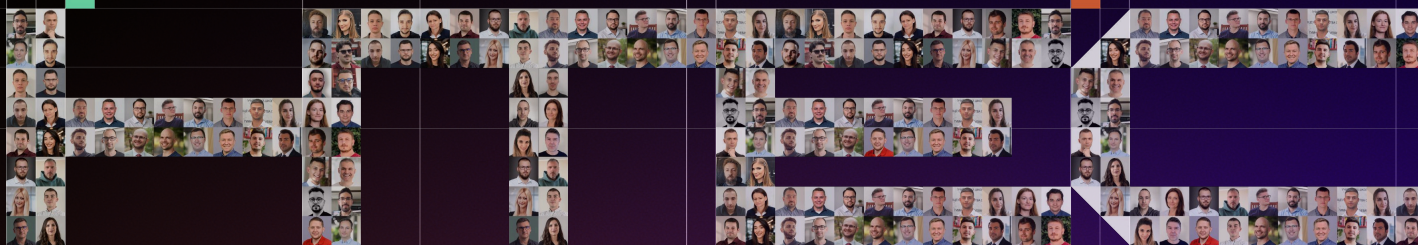


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Why We Invest in Growth

Three leadership perspectives on why continuous learning, AI expertise, and professional development matter at HTEC.



"Growth doesn't happen by accident. It comes from making a deliberate commitment to learning, every day, across the organization. AI is creating new opportunities faster than any technology shift I've seen in my career, and standing still is simply not an option.

That's why we're focused on building an AI-enabled organization, where people across the company have the knowledge, confidence, and opportunity to put these technologies to work in meaningful ways.

What I've always valued the most in our people is their curiosity. It's a mindset defined by a constant desire to learn more, do more, and achieve more.

The Claude Certified Architect certification program is just one example of that mindset, and I continue to be impressed by the pace at which our people are embracing the program and earning their certifications. It gives them an opportunity to stay ahead, creating new opportunities for themselves and for our clients. Technology trends come and go, but this drive to lead with knowledge is something we will never outgrow."

Aleksandar Čabrilo
CEO



Srđan Jovanović
Chief People Officer

“The most rewarding part of my job is seeing people discover new strengths and capabilities they didn't know they had. Over the years, one thing has remained remarkably consistent at HTEC: the willingness to embrace opportunities to learn and grow. For me, the speed and success with which many of our engineers have completed the latest Claude Certified Architect program demonstrates how eager our people are to build expertise that will shape the future of their work. Our job is to create the conditions that help that potential flourish. Learning isn't a milestone you reach once. It's a habit, and one that continues to open doors throughout a career.

Because AI is evolving so quickly, we've made AI education a priority throughout HTEC for several years now, helping people build AI fluency and understand where these technologies can make a difference. The impact extends far beyond the individual. As our people grow, so does the value we bring to our clients and the strength of our organization.”



Lawrence Whittle
CSO

"The most rewarding part of my job is seeing people discover new strengths and capabilities they didn't know they had. Over the years, one thing has remained remarkably consistent at HTEC: the willingness to embrace opportunities to learn and grow. For me, the speed and success with which many of our engineers have completed the latest Claude Certified Architect program demonstrates how eager our people are to build expertise that will shape the future of their work. Our job is to create the conditions that help that potential flourish. Learning isn't a milestone you reach once. It's a habit, and one that continues to open doors throughout a career.

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Ecosystem that drives growth

Bringing together the right partners, technologies, and the know-how

HTEC combines engineering expertise with strategic technology partnerships such as **Anthropic, Databricks, Stripe, SAP, and others** to help organizations accelerate AI transformation, modernize platforms, and deliver innovation faster.

[Learn more](#)

Learning at the Forefront of AI

What our Anthropic partnership means for our people

Learn

Access to cutting-edge AI knowledge and certification opportunities.

Build

Apply AI expertise to real-world customer challenges.

Grow

Expand capabilities while working alongside industry-leading teams.

The value of our Anthropic partnership is simple: it gives our people early exposure to what's next. As AI continues to evolve, we want our engineers learning directly from the source, building expertise in technologies already reshaping how products are built and businesses create value. That shows up as readiness. New technologies will keep emerging, and what matters is how fast an organization can understand them, adopt them, and turn them into results. These numbers are proof that HTEC is built to do exactly that.

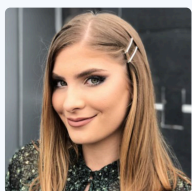
400+ CCAR-F certified professionals

100% pass rate on every exam taken

682 engineers in the program

ANTHROPIC

400+ Anthropic Claude Certifications. Countless Growth Stories.



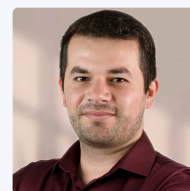
"HTEC made the process straightforward, providing the materials and guidance for a smooth path to certification. I was already using Claude Code daily, but this process deepened my understanding and sharpened how I work with it."

Natalija Grujović
Junior Software Engineer



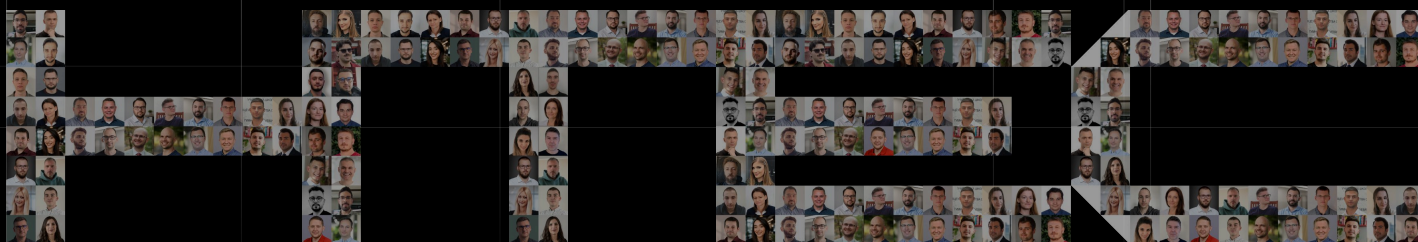
"Being part of a community of people motivated to become certified made a real difference, allowing us to exchange knowledge, study tips, and experiences throughout the process. Becoming Claude-certified pushed me beyond everyday usage and helped me understand the bigger impact of AI when configuring and automating entire fleets of agents, rather than working with just a single one."

Aleksandar Angelovski
Senior Data Engineer



"This certification reflects the architectural expertise we build every day at HTEC. With the right learning resources and support, I strengthened my AI architecture skills to deliver secure, effective Anthropic-powered solutions."

Anel Kalajevac
Application Architect, Senior Software Engineer



Meet the People Behind the Milestone



Mustafa Hulusić
Quality Assurance Engineer

"Preparing for the certification helped me strengthen my confidence in using AI tools and expand my knowledge beyond everyday usage. With HTEC's learning resources and preparation support, I was able to take an important step toward growing my skills in AI."



Aleksandar M. Jovanović
Senior Automotive Software Engineer

"HTEC's support and learning culture helped me deepen my practical knowledge of Claude and agentic AI. Becoming Claude-certified validates my skills and enables me to build more reliable AI-powered solutions."



Djuro Kurbatfinski
Senior Quality Assurance
Automation Engineer II

"The CCA-F certification was a smooth ride, thanks to the HTEC internal prep roadmap and custom exams. The award definitely pushed my motivation further, but more importantly, my knowledge and confidence to work with and understand Claude (or any other AI tool) have improved significantly."



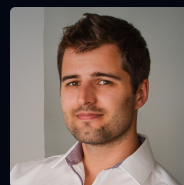
Ondrej Chodura
Senior Software Engineer

"HTEC invested in the learning resources I needed, making it much easier to prepare for the exam instead of figuring everything out on my own. Seeing that effort pay off feels incredibly rewarding. Today, I have a much deeper understanding of Claude and Claude Code, helping me work more efficiently and learn faster every day."



Angela Krlevska
Data Scientist

"Getting certified is a personal win, but the bigger story is HTEC's growing expertise in building with AI, and I'm glad to be part of it."



Pavel Rissky
Software Engineer

"I'm grateful to HTEC for investing in my growth and fostering a culture where continuous learning is encouraged. Becoming Claude-certified represents both a personal achievement and a step forward in expanding my AI skills. I'm excited to apply this knowledge in my everyday work, creating greater value for my team and helping deliver stronger solutions for our clients."



Marko Caušević
Senior Software Engineer

"HTEC supported my certification journey by bringing together a community of people with the same goal: becoming CCA-F certified. Sharing knowledge, practical tips, and experiences with others made the process more motivating and gave me the confidence to pursue it myself. Becoming Claude-certified means staying relevant in a rapidly evolving AI landscape and embracing new ways of working that will shape the future of software development."



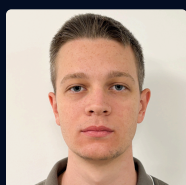
Nedeljko Mutlak
Software Development
Engineer in Test

"The combination of HTEC's learning resources and collaborative culture greatly supported me throughout my certification journey. That support made the preparation process much easier to navigate. Becoming Claude-certified gave me a deeper understanding of Claude and related AI technologies while opening new opportunities for my future growth as an AI engineer."



Miki Minoski
Senior Quality Assurance
Automation Engineer

"Becoming a Claude Code Architect certified professional was about more than a badge. It was about mastering AI technologies, investing in continuous growth, and turning new knowledge into impact for the people around me. HTEC's support made that journey possible."



Aleksandar Čokić
Junior Software Engineer

"HTEC made the certification journey easier by providing clear guidance, realistic practice exams, valuable learning resources, and a supportive community where we could exchange knowledge. Having the certification costs covered allowed me to focus fully on preparation. As a junior engineer, earning this certification is a milestone I'm proud of, strengthening my AI knowledge, confidence, and motivation to keep growing in this field."



Oleksandra Kobrynets
Quality Assurance Automation
Engineer

"HTEC supported me with everything that I needed to succeed, from learning resources to an incredible, encouraging team throughout the certification journey. The certification matters, but the real value is what I learned along the way, making my AI workflows and agents more efficient every day."



Mohammadreza Farjadian
Senior Embedded Software
Engineer

"Earning the Claude certification was a genuinely rewarding challenge, and HTEC's support made a real difference. The structured roadmap, dedicated Tech Talk sessions, and guidance from the internal team helped me focus on the right areas. Having access to 13 exam simulations allowed me to practice in realistic conditions, build confidence, and feel fully prepared. More than the certification itself, this experience showed me how seriously HTEC invests in building practical, hands-on expertise."



Metodi Janev
Senior Software Engineer

"HTEC and the team involved in the certification program provided well-structured learning materials and clear guidance throughout the entire process. Their support made the preparation journey smoother and more manageable, helping me achieve this goal with confidence. For me, this certification represents an important personal and professional milestone, bringing new knowledge and skills that will help me become more effective in my work."



Vladimir Mijić
Principal Software Engineer

"HTEC supported my certification journey with well-structured learning materials and a smooth preparation process. However, the biggest advantage was that Claude Code is already part of our daily engineering workflow. For me, becoming Claude-certified is a validation of the skills I've built through real-world use of agentic AI, strengthening my confidence and the trust clients place in our expertise as AI-assisted development continues to evolve."



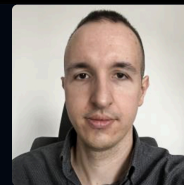
Stefan Amanović
Senior Software Engineer

"From covering the exam cost to providing a well-defined learning path, HTEC helped make the certification process both achievable and enjoyable. The additional motivation and support along the way made the experience even more rewarding. Becoming Claude-certified helps me stay aligned with the latest AI standards and practices while building a strong foundation for my continued growth as a software engineer."



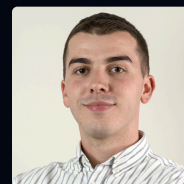
Marko Rančić
Software Engineer

"The combination of learning materials, guidance, and encouragement from colleagues made the certification process much smoother and more rewarding. Since I work with Claude every day, learning new details and expanding my understanding has been especially useful. Achieving this certification is a rewarding milestone that motivates me to continue learning and improving."



Strahinja Laktović
Senior Software Engineer,
Application Architect Associate

"Throughout the certification journey, HTEC provided the learning resources and support I needed to stay focused and continue progressing. For me, becoming Claude-certified reflects a commitment to continuous learning in an industry where AI is increasingly becoming part of everyday work. It also means I can contribute more to my team by working more efficiently, making better decisions, and using AI more effectively."



Elvedin Brkan
Quality Assurance Engineer

"A structured preparation path, including an introductory session, recommended learning materials, practice tests, and insights from colleagues who had already passed the exam, gave me a clear route to successfully achieve the CCAR-F certification. For me, this achievement validates the time and effort invested in mastering Claude Code and gives me greater confidence in applying AI to improve productivity, automation, code quality, and problem-solving in my daily work."



Zoltan Badar
Solution Architect

"HTEC provided valuable support throughout my certification journey by giving me access to high-quality training materials prepared by Slobodan Boljanovic and his team, as well as covering the exam fee. I also appreciate the support from Snežana Bugarski and Maria Rakić in helping resolve administrative challenges along the way. Becoming Claude-certified helped me build a more structured understanding of AI and use related tools more effectively."



Marko Rodić
Engineering & Delivery Lead

"Access to learning resources, a culture of continuous development, and HTEC's focus on professional growth and AI innovation helped me throughout my certification journey. Becoming Claude-certified validates my AI expertise and strengthens my ability to effectively leverage AI solutions in my daily work and future projects."



Biljana Stojanac
Senior Quality Assurance
Automation Engineer

"HTEC supported me by providing access to learning resources, encouraging continuous development, and fostering a culture that values professional growth and AI innovation. Becoming Claude-certified validates my AI expertise and strengthens my ability to effectively leverage AI solutions in my daily work and future projects."



Aleksandar Rakić
Embedded Software Engineer

"HTEC provided strong support throughout my CCAR-F certification journey through a dedicated learning platform, progressively challenging practice exams, knowledge-sharing sessions, and clear guidance on recommended study resources. This structured preparation helped me build confidence before taking the exam. For me, earning the certification is a meaningful milestone in my AI journey, strengthening my understanding of Claude and giving me a solid foundation to continue developing my AI expertise."



Nenad Kajgana
Machine Learning Engineer

"With support from both HTEC and my colleagues, I had access to the guidance and learning materials needed to successfully prepare for the exam. I feel very satisfied and grateful to have this certification as a Machine Learning Engineer, and throughout the learning process I discovered new ways to improve and upgrade my workflow."



Aleksandar Bjelošević
Tech Lead, Senior Software
Engineer

"Having both the opportunity and the right environment to pursue this certification made a meaningful difference throughout the process. The certification validates practical expertise in an area that's moving extremely fast and becoming central to how software gets built. It gives me confidence that our AI-driven solutions follow proven architectural patterns and best practices rather than trial and error."



Konstantin Grković
Senior Software Engineer

"There's a big difference between occasionally using a tool and actually understanding how to build with it. Getting Claude-certified was about taking ownership of my growth and cutting through the AI hype to deliver real, high-impact value with HTEC's learning resources and genuinely generous colleagues making the difference along the way."



Matic Balantič
Senior Software Engineer

"HTEC set up a study group channel where we learned together and helped each other clear up confusing topics. I use Claude Code every day and always look for more efficient workflows and better ways to structure my prompts and skills. The certification confirmed that some of my existing habits are indeed best practices. Professionally, it gives me more credibility when advising teammates. It's also motivated me to share my knowledge more openly."



Srdjan Arambašić
Senior Software Engineer

"I'm grateful to the colleagues who completed the certification before me. Their clear documentation, shared experience, and support made the process much easier. Becoming Claude-certified helped me deepen my understanding of AI concepts beyond Claude itself, giving me a stronger foundation and greater confidence in working with AI in general."



Goran Savić
VP of Technology, AI

"This was a great example of HTEC's 'Grow yourself by growing others' value in action. People openly sharing their experience and turning it into practical learning materials that helped all of us succeed."



Ana Milojević Pinku
Quality Assurance Automation Engineer

"HTEC's supportive environment and the mentorship of experienced colleagues played a key role in helping me achieve this certification. Becoming Claude-certified (CCAR-F) is especially rewarding because I can apply these skills every day on my current project, allowing me to work more efficiently and better understand the bigger picture behind the solutions we build."



Jaroslav Plzak
Senior Engineering & Delivery Lead

"HTEC provided a great set of learning materials and dry-run tests that were comprehensive without being overwhelming. The certification process itself was straightforward thanks to the support with exam purchase and logistics. Becoming Claude-certified expands my skill set as a software developer and strengthens my ability to apply AI technologies in real-world projects."



Saša Avramović
Senior Quality Assurance
Automation Engineer

"HTEC supported my certification journey by providing access to learning resources, encouragement, and opportunities to apply new knowledge in real-world projects. Becoming Claude-certified validates my expertise in AI technologies and motivates me to continue exploring innovative ways to deliver value to our clients and teams."



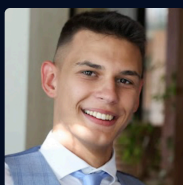
Ivan Paunović
Branch Manager & Software
Engineer

"Pursuing this certification was an opportunity to deepen my understanding of AI technologies and lead by example within our organization. As a Branch Manager, I don't work with AI tools directly in my daily projects, but I chose to earn the Claude certification to lead by example and inspire others in Kragujevac to embrace AI skills, which are worth investing in, no matter your role."



Adrian Garcia
Embedded Software Engineer

"HTEC gave me everything I needed to prepare well. This support made the certification process much easier. This certification gave me a better understanding of how to use Large Language Models and agents in real applications. Now I feel more confident applying this technology in the right way, and it opens new possibilities for my daily work."



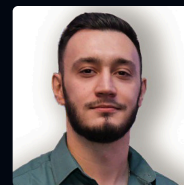
Sead Mašetić
Junior Software Engineer

"HTEC gave me the time, resources, and hands-on access to actually experiment with Claude — plus support from colleagues who'd already gone through the process. Professionally, it validates that I can apply AI in real work rather than just talk about it — and it pushes me to keep bringing AI into my day-to-day, whether that's speeding up delivery or solving problems in smarter ways."



Dragana Savanović
Software Engineer

"Preparing for the certification was a great learning experience. HTEC offers excellent AI learning courses and since I work with AI every day, I was able to connect the course material with real-world experience. I'm also grateful to my colleagues, who were a great source of encouragement throughout the process. I'm excited to add this certification to my journey and it inspires me to keep learning, improving and taking on new challenges in AI."



Nikola Šestić
Software Engineer

"HTEC put together additional preparation materials on top of the official ones, which made a real difference in knowing what to focus on. There's also an internal group where people share knowledge and experiences from the exam, so you're never figuring it out alone. The fundamentals are in place now, which means the next level of specialization is the real goal."



Marija Jolović
Junior Machine Learning Engineer

"The company's strong focus on AI, along with the various internal channels and resources available for sharing knowledge and staying informed, helped me keep up with new developments and prepare for the certification at the right time. Becoming Claude-certified means developing a more structured and thoughtful approach to designing prompts, workflows, and AI-assisted solutions. It strengthens my ability to use AI in a practical and responsible way."



Julio Salguero
Software Engineer

"HTEC helped turn the goal of getting certified into a reality by providing access to practice exams, tools, and resources that allowed me to test my knowledge and identify areas for improvement. For me, becoming Claude-certified is both validation of the skills I already use in my daily work and motivation to keep growing in a fast-moving AI landscape where continuous learning is essential."



Ajdin Holjan
Senior Software Engineer

"HTEC gave me everything I needed to succeed. That kind of support made it possible for me to focus and go all in on this certification. This certification is more than just a milestone, it's a deliberate step in my journey to becoming as proficient as possible in AI. I see this as the foundation for the deeper expertise I'm building, and I'm excited to keep pushing forward from here."



Slobodan Boljanović
Head of Technology, Solution Architecture

"HTEC invested in my professional development by establishing a partnership with Anthropic and making certification a priority. Becoming Claude-certified is both a personal achievement and a recognition that I'm ready to apply Anthropic's AI technologies in real-world business scenarios."



Luka Maletić
Automotive Software Engineer

"Becoming Claude-certified helped me strengthen my understanding of Claude and learn how to make better use of its capabilities and available resources. It has also enabled me to reach desired solutions more efficiently and approach problems with greater confidence."



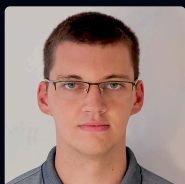
Kristijan Savić
Senior Quality Assurance Automation Engineer

"Huge thanks to HTEC for backing me on my journey to becoming CCA-F certified — the support made all the difference. It reflects the company's genuine commitment to investing in employees and enabling us to keep growing our skills."



Vesna Mijić
Senior Quality Assurance
Engineer

"The support I received throughout the preparation process helped me better understand the value of this certification for both our team and the company. As an Automation QA, it gave me a better understanding of Claude's capabilities and how I can use them to make my daily work more efficient and deliver more value to the team."



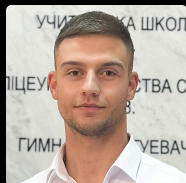
Lazar Šćekić
Junior Software Engineer

"Becoming Claude-certified is a valuable milestone for me because it helped me deepen my understanding of AI technologies and best practices. The preparation process itself was just as important as passing the exam, as it gave me new insights into how AI can be applied more effectively in real-world projects."



Bogdan Z Jovanović
Software Engineer

"With access to study materials and the exam cost covered, the certification journey felt smooth and accessible. It's a meaningful step forward in staying current with AI tools that are shaping how we work."

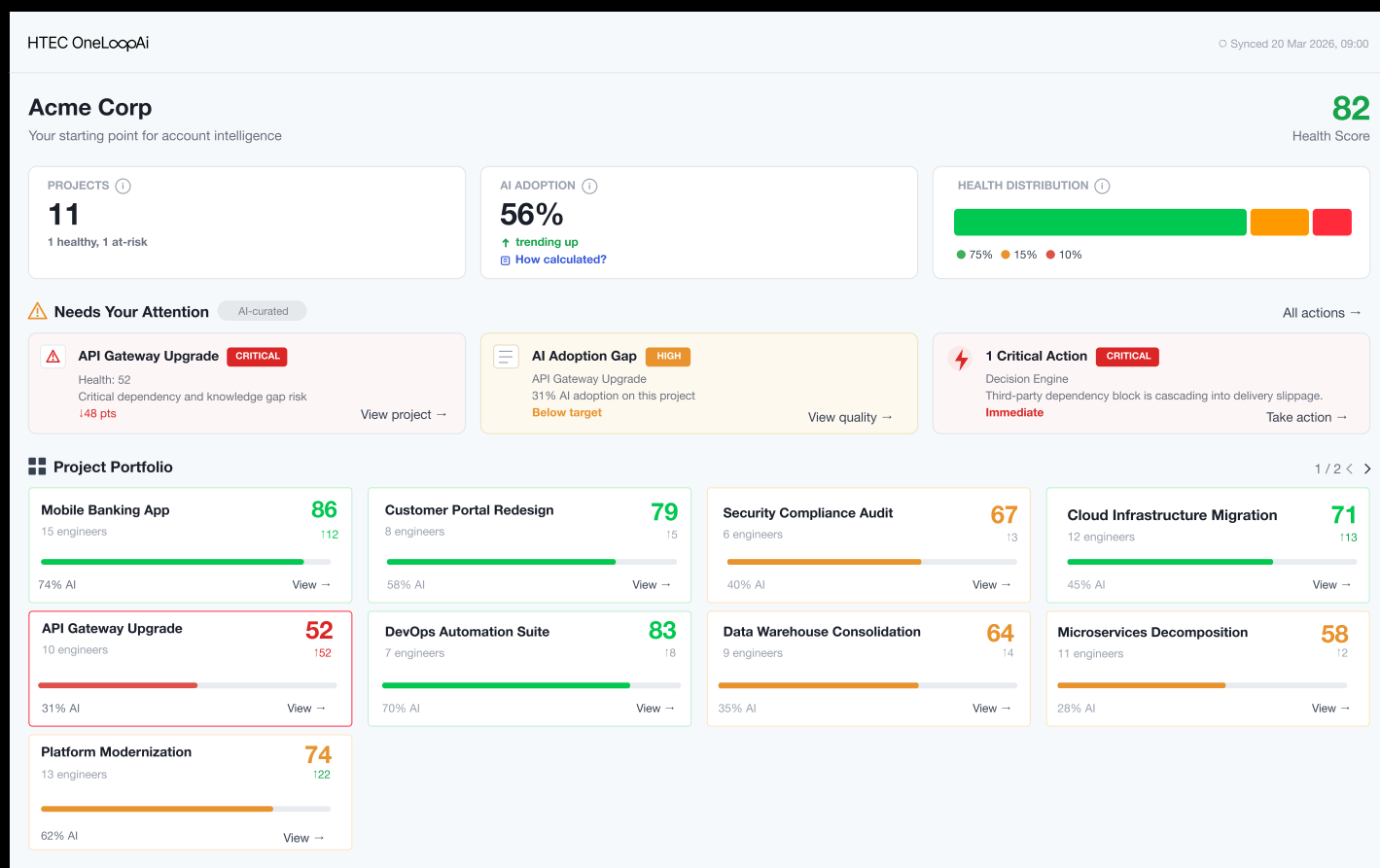


Luka Ivanović
Junior Data Engineer

"HTEC gave me the support and resources I needed to pursue this certification. Thanks to that, I now have much deeper knowledge of AI and feel far more confident applying it in my everyday work."

Turning Expertise into Impact

Certifications are not the end goal. They are part of how we build the expertise needed to create meaningful impact for our customers through AI-powered products and solutions. We don't wait for technologies to mature before we engage with them. We adopt them early, put them into practice, and learn from real-world experience before bringing those expertise to our clients.



OneLoopAI is a product of that approach. Developed within HTEC, it gives organizations visibility into AI adoption, costs, performance, and value realized. It began as a way to manage and measure our own project health metrics and the use of AI and has evolved into a platform that helps clients do the same with greater clarity, transparency, and confidence.

Learn more about [HTEC OneLoopAI](#)

AI case studies

Infineon

Applying AI to One of Renewable Energy's Biggest Challenges

Working with Infineon, HTEC developed AI models that improve solar generation forecasting, helping energy providers make more informed operational decisions.

[Read the full story](#)



GTreasury

Bringing Intelligence to Banking Integration

HTEC built an AI-powered platform that cuts through the complexity of banking integrations, turning hundreds of APIs into a faster, more scalable path to connectivity.

[Read the full story](#)



Continue Exploring

Want to go deeper? Explore expert perspectives, technical insights, and real-world examples from HTEC teams working at the forefront of AI innovation.

The AI-Enabled Operating Model



Ronny Fehling
Chief AI Transformation
Officer

Most large enterprises have an AI strategy, but very few have changed how the business runs. The default move is to bolt AI onto the existing operating model: hire a Chief AI Officer, stand up a function, run some pilots. But if the work still flows through the same approval chains and budget cycles designed for a pre-AI world, the result is friction. Ronny Fehling, HTEC's Chief AI Officer, argues that becoming genuinely AI-enabled requires redesigning the operating model itself

[Read the full article](#)

The Missing Foundation for Agentic AI



Darko Todorović
HTEC CTO

AI models are becoming increasingly powerful, but intelligence alone is not enough. As enterprises move from chatbots to autonomous AI agents, success depends on the quality of their data, business context, and infrastructure. Our CTO, Darko Todorovic, explains why these foundations are becoming the real differentiators in enterprise AI.

[Read the full article](#)

HTEC and Anthropic partnership

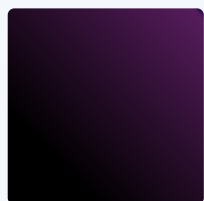


AI is becoming commoditized, but expertise is not. As AI systems grow more complex, success increasingly depends on partnerships that combine technology, engineering, and real-world implementation. Discover why no organization is solving AI alone and what HTEC's partnership with Anthropic means in that context.

[Read the full article](#)

What Could Your Story Look Like?

Join a team that invests in your growth.



What could
your story
look like?

Your Name
Your Position

[See open positions!](#)

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