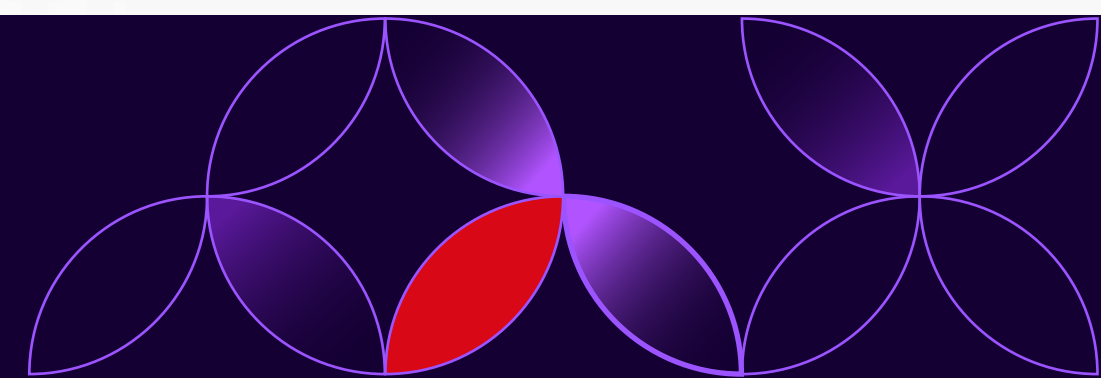


# BBD BENEFITS

We're a global company with a **1 200+ people** who successfully deliver solutions from our hubs in **India, the Netherlands, Portugal, South Africa and the United Kingdom**. You don't need to work anywhere else to gain experience across a wide range of sectors and clients - **we encourage movement and growth at BBD.**





## Work environment

*We believe in creating the best possible environment for your innovation to thrive.*

- Encouraged collaboration, innovation and inclusion
- State-of-the-art office spaces and tools
- Relaxed yet professional environment
- Secure parking
- Private breakaway rooms
- All the snacks and coffee you need



## Health & wellness

*We foster and support an environment that promotes physical and mental wellbeing.*

- Loop Health offers holistic and experiential wellness support across the 7 dimensions of wellness: social, financial, emotional, physical, medical, environmental and spiritual



## Work-life practices

*You're never just a bum in a seat at BBD.*

- Autonomous and Agile teams
- Hybrid working model
- Flexi working hours – project specific
- Freedom to define own career development and career path



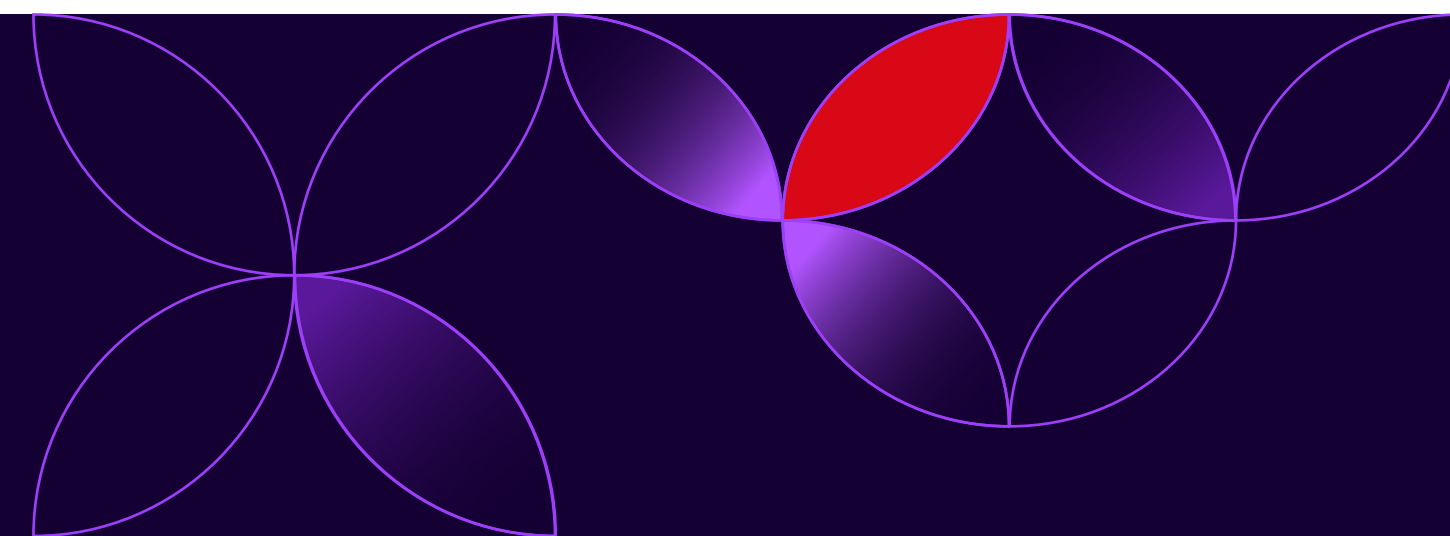
## Recognition

*It all comes down to exceptional performance equaling exceptional bonuses.*

- Competitive salary
- Annual salary review
- Monthly awards for staff recognition
- You're never just a "number"



*Work alongside top industry experts on challenging but rewarding projects.*



*Grow your craft. Grow your career.*



## Perks

*Something to show our appreciation for the hard work that BBDers do.*

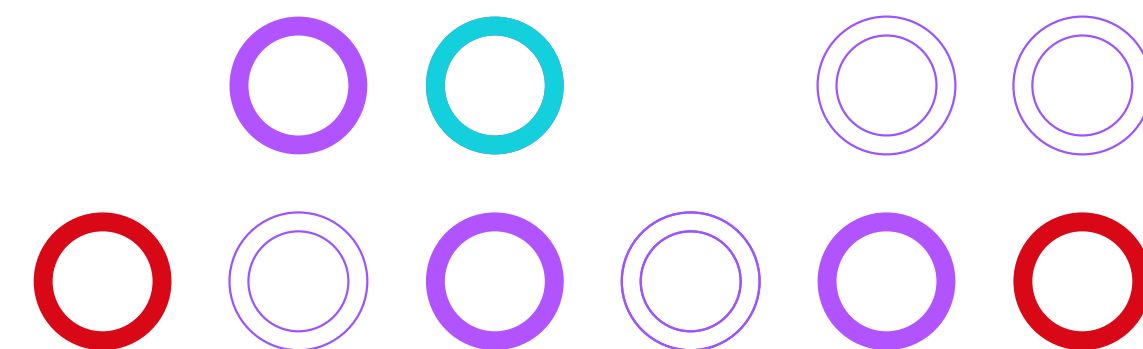
- Opportunity to work with clients around the globe
- Culture of knowledge sharing, working with the best in the industry
- Retirement annuity options
- Provident fund
- Medical insurance
- Access to Loop for holistic wellness support
- Medical assistance facility
- Get paid when someone you refer is hired through our Referral Programmes
- Adhoc company gifts and swag



## We are social

*BBDers value celebrating wins and taking the opportunity to network and socialise.*

- Annual company party and mid-year celebration
- Teambuilds and team lunches
- Join BBD's Culture Club for various sport teams
- Games area with foosball, carrom and box cricket
- BBD tech events and industry meet-ups





## Upskilling

*We're all about continuously expanding your skillset and career.*

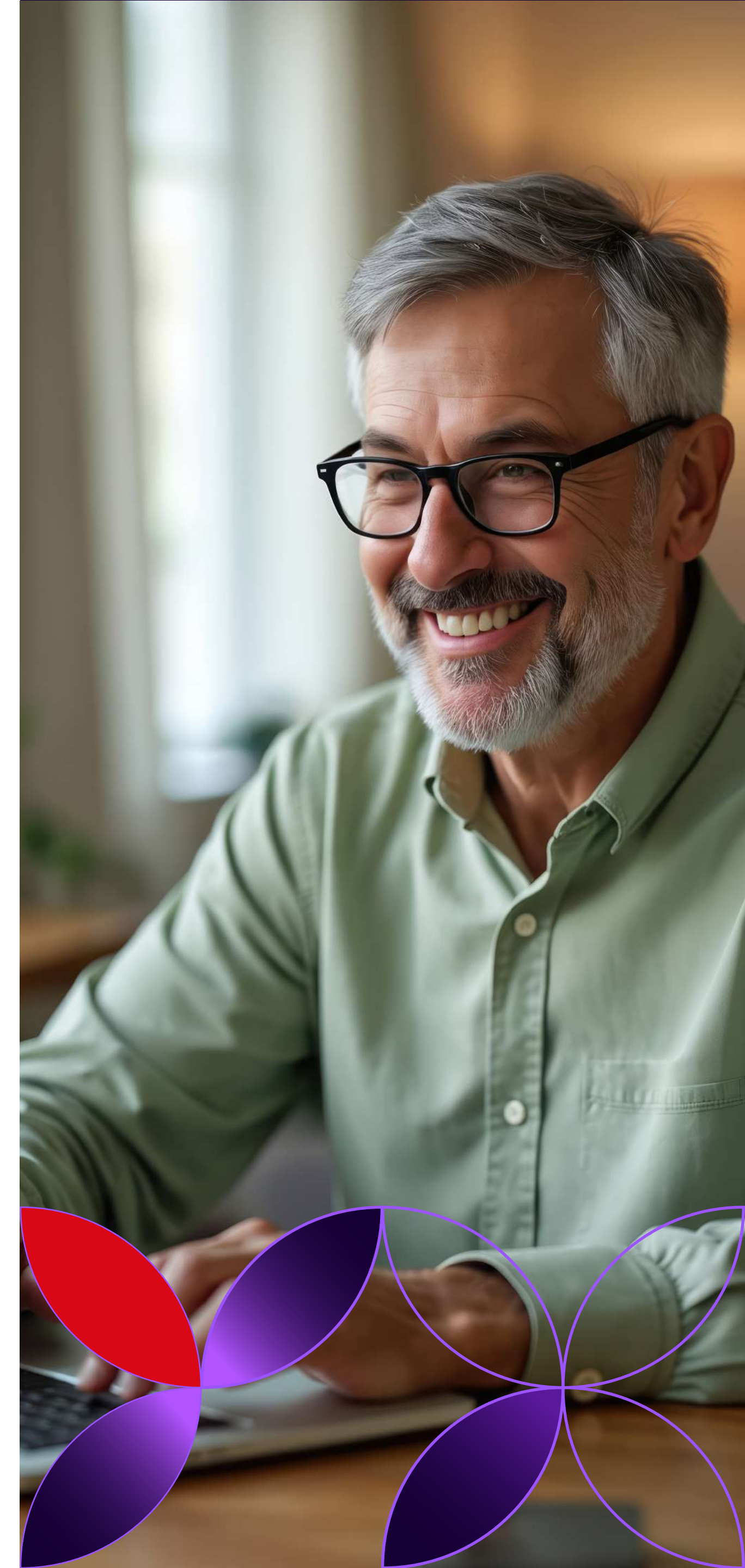
- Career development through on-the-job learning, mentorship and training
- Internal Continuous Learning Programme
- Company-funded training and support in obtaining relevant industry certifications
- Financial support for further studies
- Access to our annual tech conference, Escape
- Opportunities to attend tech conferences – we often present at these too
- Duvet day for completing certain certifications



## Building a community

*We are socially conscious and committed to building a better community, environment and economy. We take a strong stance on environmental and sustainable practices, putting our money where our values are.*

- We seek ways to create a positive impact, supporting various outreach programmes and charities
- We have set up computer labs at schools in rural areas, hosted workshops, contributed to learnerships and equipped educators with digital skills
- We believe talent can come from anywhere and practice equal opportunity and fair hiring processes
- We help promote gender equality in the tech space
- We strive to minimise any negative impact on the planet with our grassroots approach and environmental policies



*Working at BBD means working for a company that always puts their people first. With us, you not only get job security, but have the opportunity to work on interesting projects using modern technologies surrounded by incredibly talented people.*

CLICK HERE FOR MORE INFORMATION →

