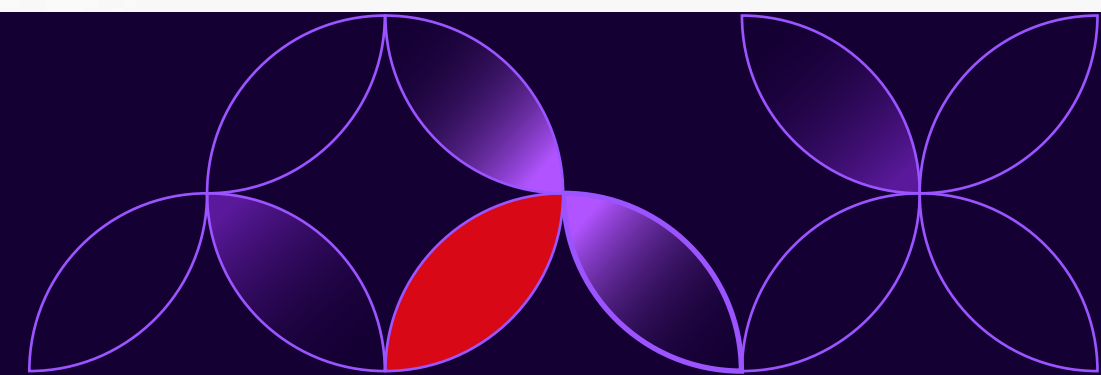


# BBD

## BENEFITS

We're a global company with a **1200+ people** who successfully deliver solutions from our hubs in **South Africa, India, the Netherlands, Portugal 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.*

- LifeAssist: employee assistance programme supporting mental health, physical wellbeing, trauma support, financial coaching and legal advice
- Annual wellness days
- Vitality health assessments
- Vitamin B12 and flu injections
- Blood drives



## 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
- Learnership, Bursary, Internship and Grad programmes
- Socio-economic development



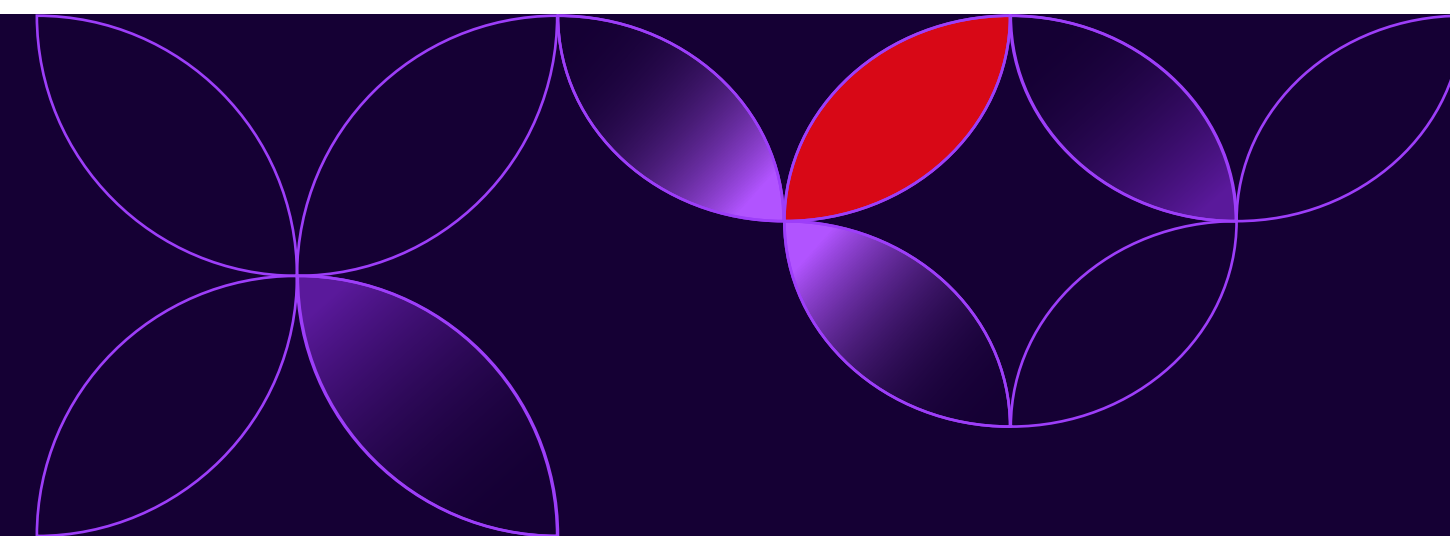
## Recognition

*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.*

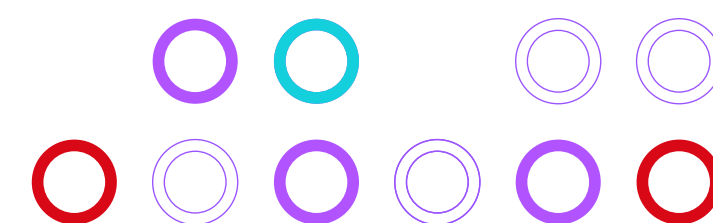
- Opportunity to work with clients around the globe
- Culture of knowledge sharing, working with the best in the industry
- Retirement annuity options
- Financial advisor
- Bond and vehicle finance originators
- Stand-by allowance – project specific
- BBD facilitated medical aid gap cover option
- Group life disability and dread disease cover
- Get paid when someone you refer is hired through our Referral Programmes
- Weekly car washes
- Adhoc company gifts and swag



## 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







## 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
- BBD Beer and Gin Fest
- Various social events including paint and quiz nights, tech talks, table tennis competitions, and board game and chess evenings
- Various BBD sport teams
- BBD tech events and industry meet-ups
- Free office lunches and catch-ups in our various social spaces



## 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, charities and even run our own Ukukhula Bursary Fund
- 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 →

