



BBD BENEFITS

■ ■ ■ **#codeisourart**

We're a global company with a 1000+ people who successfully deliver solutions from our hubs in the Netherlands, Portugal, the United Kingdom, India and South Africa. 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
- Great office located next to Utrecht Central Station
- State-of-the-art tools
- Relaxed yet professional environment
- Secure parking

#recognition

It all comes down to exceptional performance equating to exceptional bonuses.

- Competitive salary
- Annual salary review
- 8% holiday pay (vakantiegeld) each May
- Monthly awards for staff recognition
- You're never just a "number"

#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
- Settling in assistance including everything you need to know when relocating
- Freedom to define own career development and career path

#we are social

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

- Annual company party
- Mid-year celebration
- Teambuilds and team lunches
- Join BBD's Culture Club for various sport teams
- BBD tech events and industry meet-ups





Work with top experts in the industry

#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
- Dutch language lessons
- Access to our annual tech conference, esc@pe
- 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 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

#perks

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

- Opportunity to work with clients around the globe
- Culture for knowledge sharing, working with the best in the industry
- Retirement annuity options
- 25 days annual leave
- Travel allowance
- Get paid when someone you refer is hired through our Referral Programmes
- Ad hoc company gifts and swag

#proof's in the pudding

And it's not just us saying we're an amazing company to work for.

- BBD scored 93.2% and was awarded a Best Company Platinum Seal in Deloitte's 2022 Best Company survey
- Our leadership was also recognised for maintaining a clear vision and open communication while we grow
- We ranked in the top three of a MyBroadband / Glassdoor report announcing the highest rated tech companies
- BBD was awarded the AWS SSA Partner of the Year 2022 and the AWS SSA Social Impact Partner 2021

Working at BBD not only means working with modern technologies in an awesome environment, but job security. BBD weathers every storm – even global pandemics – always putting our people first.