



BBD BENEFITS

■ ■ ■ **#codeisourart**

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.

- Discovery Healthy Company Programme with numerous benefits
- 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 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 with the 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
- 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

#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
- Trauma counselling
- 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
- Stand-by allowance – project specific
- Weekly car washes
- Ad hoc 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
- BBD Bierfest
- Paint and quiz nights, tech-talks and board game evenings
- Join BBD's Culture Club for various sport teams
- BBD tech events and industry meet-ups
- Free office lunches and catch ups around the bar
- Office pool and ping pong tables

#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

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 and won the AWS SSA Partner of the Year 2022 and the AWS SSA Social Impact Partner 2021 awards.

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.



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