



# BBD BENEFITS

■ ■ ■ **#codeisourart**

**We're a global company with a 1000+ people who successfully deliver solutions from our hubs in the United Kingdom, the Netherlands, Portugal, 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
- Access to many inspiring work spaces near you
- State-of-the-art tools
- Relaxed yet professional environment

## **#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 equating to exceptional bonuses.*

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

## **#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
- 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
- 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 for knowledge sharing, working with the best in the industry
- Retirement annuity options
- 25 days annual leave plus Bank Holidays
- Travel allowance
- Get paid when someone you refer is hired through our Referral Programmes
- Ad hoc company gifts and swag

## #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

## #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.**