



Work environment

- Secure parking
- Private breakaway rooms
- State-of-the-art tools of the trade
- Relaxed yet professional atmosphere

Recognition

- Competitive salary
- Bonuses – performance based
- Annual salary review
- Monthly awards for staff recognition

Upskilling

- Career development through on the job learning, mentorship and onsite / VC training from top IT specialists
- Financial support for further studies
- Internal tech conference, Esc@pe
- Continuous Learning Programme (CLP)
- Company-funded training and support in obtaining relevant industry certifications
- Opportunities to attend tech conferences – we often present at these conferences too
- Day off for completion of certain certifications

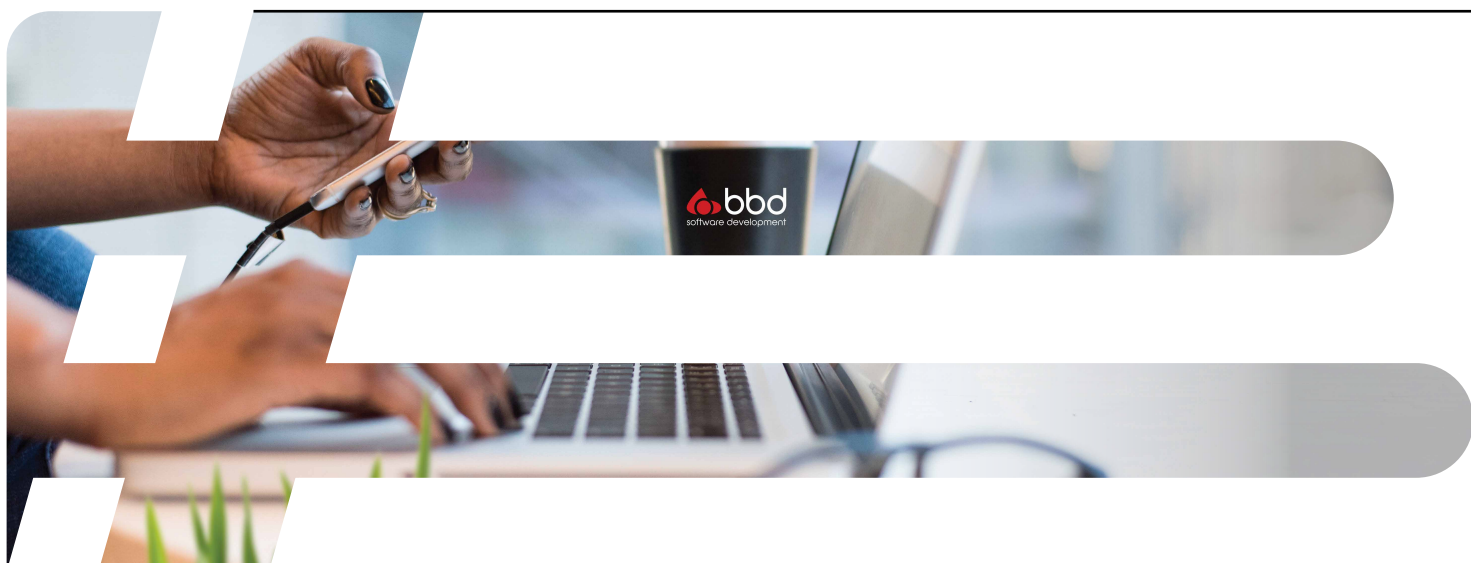


We are social

- BBD social events, including year-end functions, Bierfest and teambuilds
- Team lunches
- Industry meet-ups
- BBD tech events
- Eating and entertainment areas
- Snacks
- Coffee stations
- Bar
- Weekly office lunches
- Pool and ping pong tables

Perks

- Opportunity to work with clients across the globe
- Lucrative Employee Referral Programme (ERP)
- Retirement annuity options
- Financial advisor
- Trauma counselling
- BBD facilitated medical aid gap cover option
- Group life, disability and dread disease cover
- Standby allowance – project specific
- Bond and vehicle finance originators
- Weekly eco carwash



Work life practices

- Hybrid working model
- Flexi working hours – project specific
- Bursaries, learnerships, grad programmes
- Socio-economic development

Health and wellness

- Discovery Healthy Company Programme
- Annual wellness days
- Vitality health assessments

Sports teams

- Sponsored kits for BBD sports teams:
 - Action cricket
 - Netball
 - Soccer
 - Cycling
 - Squash

