

## Benefits & Perks

The Software Engineer – Backend Development role comes with a comprehensive benefits package and attractive perks to support employee well-being, professional growth, and work-life balance. This section outlines the key benefits and perks available to candidates joining the organization.

### Benefits

- **Health Insurance:** Comprehensive medical, dental, and vision insurance plans for employees and their immediate family members, with premiums partially or fully covered by the organization.
- **Life & Disability Insurance:** Term life insurance and short/long-term disability coverage to provide financial security in case of unforeseen events.
- **Retirement Benefits:** Contribution to a provident fund (PF) or 401(k) plan, with employer matching up to a specified percentage, to support long-term financial planning.
- **Paid Time Off (PTO):** Generous leave policy, including 20–25 days of annual leave, 10–12 sick days, and public holidays based on the primary office location [Country].
- **Parental Leave:** Paid maternity and paternity leave for new parents, with flexible return-to-work options to support family transitions.
- **Employee Assistance Program (EAP):** Access to confidential counseling and support services for mental health, financial planning, and work-life balance.

### Perks

- **Learning & Development:** Access to sponsored certifications (e.g., AWS, Kubernetes, Python), online learning platforms (e.g., Coursera, Pluralsight), and internal training programs to enhance technical and soft skills.
- **Wellness Programs:** Subsidized gym memberships, wellness stipends for activities like yoga or fitness classes, and annual health check-ups.
- **Team Events:** Regular team-building activities, including offsites, hackathons, and social events, to foster camaraderie and collaboration.

- **Flexible Work Support:** Stipends for home office setup (e.g., ergonomic furniture, high-speed internet) and reimbursement for work-related expenses for hybrid or remote employees.
- **Employee Discounts:** Access to corporate discounts on software, hardware, travel, and lifestyle products through partnerships with vendors.
- **Recognition Programs:** Awards and incentives for outstanding performance, such as “Employee of the Month” or project-specific bonuses.

### **Additional Considerations**

- **Global Benefits:** For international employees, benefits are tailored to comply with local regulations and may include additional perks like housing subsidies or education allowances.
- **Career Mobility:** Opportunities to work on cross-functional projects or transfer to other global offices, supporting career growth and exposure to diverse challenges.
- **Community Engagement:** Participation in the organization’s Corporate Social Responsibility (CSR) initiatives, such as volunteering or environmental programs, to contribute to societal impact.

### **Summary**

The Software Engineer – Backend Development role offers a robust benefits package and a range of perks designed to support employee well-being, professional growth, and engagement. From comprehensive health and retirement benefits to learning opportunities and flexible work support, the organization is committed to creating a rewarding and inclusive work environment for its employees.