

Get more with Luxoft!

Advance your professional development, grow your career and achieve a great work-life balance.
Unlock your true potential by staying happy, healthy and wealthy.



Payroll Benefits

Full payroll scheme

13th Salary

Paid 50% in July and 50% in
December

FGTS- Saving Fund

- 8 % of monthly gross salary
- It can be taken if company dismiss or to buy a new house
- Birthday draw

Profit sharing

Annual payment

Child Care *

Food Voucher

BRL 616.00 per month

Home Allowance

For remote and flexible contract, monthly allowance of BRL 200

Transportation voucher

- Up to 6% under employee
- The difference of amount under employer
- Available only for physical and flexible positions

*Will be provided under the terms of Luxoft's internal policy



Life and Health Insurance

Health Insurance

For employee and direct dependent. Insurance provided by Amil. Special discounts in Pharmacies.

Dental Insurance

Only for employees, the benefit is provided by Amil.

Life Insurance

Insurance provided by Prudential company that covers death and accidental death of any staff member, up to 20 salaries.



Wellness Benefits

No Dress Code

No mandatory webcam on meetings

Flexible Schedule

Work by objectives, no check-in or check-out, work on your own agenda!

SESC Club

Available for States of SP, RJ, MG, SC, PR

For employee and whole family

Discount at FIAP University

10% to 20% of discounts for employee and direct dependents.

Flexible Workplace Types

Virtual and Offsite Flexible

LuxGood with fun activities for you and your family

CSR Committees (LuxCode Girls and Fun Committee).

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Vacations and Days Off

Vacations

30 days per year as vacation

Vacation prime

- 1/3 of your month gross salary
- Paid in advanced the vacation month
- Can be split into 3 periods, one of them not less than 14 days and the others not less than 5 days each.

Guaranteed Holidays

January 1st
January 25 São Paulo's Anniversary
Holy Friday - the calendar varies
April 21 Tiradentes Day
May 1 Labor Day
Corpus Christi Day- the calendar varies
July 9 -Constitutionalist Revolution
September 7- Independence Day
October 12- Our Lady Aparecida Day
November 2- All Souls' Day
November 15 - Proclamation of the Republic
November 20 - Black Consciousness' Day
December 25th- Christmas Day



Leaves and Sick Days

Maternity Leave

120 days

Marriage Leave

5 calendar days

Paternity Leave

5 calendar days

Sick Days

Temporary sickness leave up to 15 days paid 100%.

Bereavement Leave

5 calendar days (In case days aren't enough, communicate with direct manager and HR).



Mobility and Career Path

Internal Mobility

Move from one project to another in same location.

Mobility Plan

After 1 year of being a Luxoft employee, you can apply to another Luxoft location. If you are selected we will pay for your relocation and visa permits (applies to your spouse and kids too).

Global Relocation

Move to another project or with the same project to a Luxoft Location (Europa, LATAM, ASIA, Oceania, Africa).

Career Path Development

To be defined with the client, manager & HR.

Trainings

Webinars, online trainings, safari books access (now O'Reilly books).

Leadership Programs

BRIDGE Mentoring Program, Leadership Academy and Soft Skills Training.

English Courses

Improve your English with conversation clubs and courses.

Recognition Programs

Chido Ones, LuxStars Program, Loyalty Card.

Feedback Culture

Engagement surveys, mood monitoring & ongoing feedbacks.

Agreements.

Different national universities and languages schools and special deals.