

Time Off



18 DAYS VACATION

100% paid



15 DAYS SICK LEAVE

first 5 days - 100% paid;
next 10 days - 70% paid



12 DAYS OFFS

unpaid



8 PUBLIC HOLIDAYS

100% paid
(in 2026)

Work Format & Workplace



EQUIPMENT

Corporate laptop
for your work



ENERGY SUPPORT

\$300 gross one-time support
for backup power/internet
(outside Kyiv/Lviv)



FULLY EQUIPPED

OFFICES (LVIV, KYIV)

Generators, showers,
shelters, charging stations

Health & Wellbeing

ANNUAL BENEFIT CHOICE

Choose one option per year

Medical insurance

(standard, fully covered)

or

Sport compensation

(up to \$200/year)

or

Preventive check-up

(up to \$200/year)

MENTAL HEALTH:

Headspace

50% subscription compensation

"Tell Me"

one-time compensation
for specialist consultation

Mental health events

Learning & Development

EDUCATION BUDGET

Annual limit: \$175 (2+ years) / \$125 (<2 years).
The company covers 50% of the cost.

CERTIFICATION COMPENSATION

(100% upon passing)

INTERNAL LEARNING RESOURCES

(Internal courses; Workshops; Subscriptions and learning platforms)

ENGLISH LESSONS & SPEAKING CLUB

(up to 70% covered by the company)

TECH COMMUNITIES

(AWS User Group, MagicJS events)

Team & Culture

QUARTERLY BUDGET FOR A TEAM LUNCH

CORPORATE EVENTS

CORPORATE GIFTS

IT CLUB LOYALTY

Additional Support

MATERNITY ONE-TIME PAYMENT

BUSINESS TRIPS

MILITARY SUPPORT & RETURN-TO-WORK PRIORITY

RELOCATION TO KYIV/LVIV (A relocation budget of up to USD 450)

RELOCATION TO POLAND (One-time payment of USD 2,000)