

EIGHTH 8* LIGHT

PERKS & BENEFITS

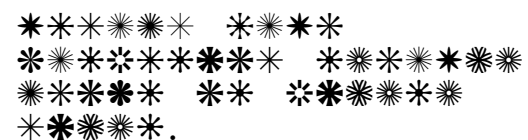
At 8th Light, we know there is value to being challenged, supported, and inspired – by your team, your client projects, and your community.

We're passionate about creating a culture that cares for the whole person. And our competitive benefits packages help us foster an environment where everyone grows professionally and personally.

We care about everything we create, building with integrity and in sustainable ways, and we find and nurture talent differently, prioritizing curiosity and creativity over credentials.

There's no one way to build a career at 8th Light. We're a unique software design and development company, one that accelerates personal growth through challenging and influential work, a supportive culture, and transformative outcomes.

We are consultants. We develop, design, teach, learn, and collaborate with one another, through our expertise and passion for quality software delivery. Join us.



8THLIGHT.COM

Join a Winning Culture & Team

- Weekly Town Halls (with **Knowledge Sharing, Accessible Leadership, Project Spotlights**)
- Recognition Platforms and Peer Reviews
- A **remote-first approach** including a worldwide network of coworking spaces
- **Virtual** and **In-Person Team Building** Events
- **Community Engagement & Service** (including company Day of Service, Donation Matching and [Code Nation](#))
- **Spot Bonus Program**: Payouts up to €/£5,000 for new opportunities introduced to 8th Light
- **Annual Beacon Award** grants €/£10,000 to a team member for exceptional behaviors and contributions

Focused on the Whole You

- **Flexible Working Schedule** with 20 days Annual Leave for full-time employees (FTE) – increasing after five years of tenure
- Sick Leave Policy **15 days annually** for full-time employees (FTE)
- Competitive **Private Medical** and **Travel Insurance** through Vitality
- **Eye-care Contributions** (£25 towards an eye test and £75 for glasses/lenses every two years)
- **Cycle to Work Scheme** to save on bikes, clothing and accessories
- Home Office Technology includes **Apple Devices, 4K Displays, and other tech essentials**



Have a question? Email us at recruiting@8thlight.com.



Committed to Growth & Learning

- **Promotion & Merit** Panel (*two times per year*)
- Goal-Setting Platform
- **Annual L&D Stipend** of €/£1,000 per employee per year
- Learning and Development Program that includes resources like **MasterClass**
- Generous **Time Allotment** of 80+ hours for L&D to support your **growth** (*allotment varies by role*)
- Virtual Slack Communities & Guilds
- **Thought Leadership** Sponsorship for Industry Conferences

Supporting Your Financial Wellness

- Opportunities for **Employee Ownership**
- **UK Pension Scheme** with up to 5% Employer Matching
- **Generous Parental Leave** (12 weeks at 100% pay)
- **Shop-St** app for **savings on everyday essentials**
- BenefitHub: Access to **exclusive discounts, rewards and perks** for your favorite brands