

MERKLE BENEFITS



GERMANY

Holiday

25 days annual holidays + possibility to buy 5 additional holidays per year for 1,92% of your yearly gross salary. 24th and 31st of December are granted as full holidays, no need to take extra time off here.

BahnCard 50

For frequent business travelers (public transportation with DeutscheBahn, also for private use).

Flexible working hours

At Merkle we offer flexible and mobile working possibilities. We are working with an annual working time model.

Job bike

Choose the bike you wish, Merkle will lease it for you and you pay for it on a monthly base. You can save up to 40% discount on the original price.

Training & Personnel Growth

Access to Skill academy and LinkedIn Learning Mentoring model supporting personnel growth (launch in 2021).

Sabbatical

Depending on the length of employment you have the possibility to take a sabbatical (2/3/4 years with Merkle = 1/2/3 months sabbatical).

Compensation days

Merkle grants 5 full days of annual compensation on a voluntary basis as a compensation for overtime/overtime not compensated with the salary for employees up from senior level.

Health & Wellness

Employee Assistance Programme: 24/7 professionals to support you in 4 different areas: psychological counseling, legal counseling, financial advice, psychosocial counseling.

Company pension scheme

Depending on your own contribution Merkle pays the same amount up to the maximum of 100 EUR per month (=1200 EUR per year). Available after the probationary period.

Other

Brand new offices with the best & modern equipment. Regular social events throughout the year (BBQ on our roof top terraces, company runs, wine tasting, escape room, Hackathon and many more). Free fruits and coffee.

SWITZERLAND

Holiday & flexible working hours

At Merkle we offer 25 days annual holidays and flexible as mobile working possibilities. We are working with an annual working time model.

Sabbatical

Depending on the length of employment you have the possibility to take a sabbatical.

Corporate Conditions

When shopping for electronics & computer products, you can also benefit privately from our company discount opportunities. Swisscom mobile plans at special prices available.

Training & Personnel Growth

Access to Skill academy and LinkedIn Learning Mentoring model supporting personnel growth (launch in 2021).

Other

Brand new offices with the best & modern equipment. Regular social events throughout the year (BBQ on our roof top terraces, company runs, wine tasting, escape room, Hackathon and many more). Free fruits and coffee.

Health & Wellness

Employee Assistance Programme: 24/7 professionals to support you in 4 different areas: psychological counseling, legal counseling, financial advice, psychosocial counseling.

PORTUGAL

Holiday

22 days annual holidays
+ 3 extra vacations days or
+ 8 extra vacations days for
employees over 50 years old
+ possibility to buy 5 additional
holidays.

Partnerships

Our partnerships provide discounts and better deals (sports, pharmacy, food and restaurants, well-being, car services, telecom and others).

Flexible working hours

We have flexible working hours which gives you the flexibility you need to get your professional & personal life in balance.

Other

Amazing Social events throughout the year (2 Annual Company Parties, Company Breakfast, Practice Days and more).

Work Life-Balance

To improve our employees' work-life balance, we also provide additional time off for personal needs (Moving Day, Family Days, Baby 1st Birthday). In case of short-term sickness, we also provide 3 days with payment supported by the company.

Training & Personnel Growth

Access to Skill academy and LinkedIn Learning Technical Certifications according to seniority and technical profile.

Health & Wellness

Employee Assistance Programme: 24/7 professionals to support you in 4 different areas: psychological counseling, legal counseling, financial advice, psychosocial counseling.

SERBIA

Holiday & flexible working hours

At Merkle we offer 25 days annual holidays and flexible working hours. This gives you the flexibility you need to get your professional & personal life in balance.

Working Environment

Strategic location in heart of Belgrade with modern and casual office space you will love.

Employee referral scheme

There are three different referral bonuses you can profit from:

- Reduced EUR 500
- Standard EUR 1000
- Premium EUR 2000

Training & Personnel Growth

Access to Skill academy and LinkedIn Learning Mentoring model supporting personnel growth (launch in 2021).

Paid time off

Up to 12 workdays Paid time off per calendar year. 3 days per following cases:

- Marriage of an employee
- Serious illness of the close family member
- Spouse's childbirth or adoption of child
- Other private reasons

Health & Wellness

We have a fit pass special offer, wellbeing day off and 100% paid short-term sick leaves. To help you stay healthy, energized, engaged and inspired we are providing fresh fruits and juices, tea, coffee or ice-cream at the office.

Private Health insurance

Premium package private health insurance DDOR and paid yearly regular medical check-up (for you, your spouse and children), insured sum of 100.000 EUR / year.

Other

We are organizing Beer day every Thursday. We are celebrating your birthday and provide multibrand gift voucher. We are welcoming Merkle babies with newborn gifts.

CZECH REPUBLIC

Holiday

25 days annual holiday goes without saying. Additionally, we also offer 2 sick days per calendar year.

Meal vouchers

For every day worked, you receive 130 CZK in the form of meal vouchers, of which 55% of the cost is covered by our company. In our Prague office, we also have our own Chef.

Flexible working hours

We have flexible working hours which gives you the flexibility you need to get your professional & personal life in balance.

Company phone

We offer 7000 CZK (gross) contribution every 2 years. We will have you covered with a company mobile phone subscription plus you will take advantage of the O2 Family tariff which will be available for your loved ones as well.

Monthly benefits

1000 CZK monthly may be taken as either Benefit points in our Edenred Cafeteria, or contribution to your pension or life insurance (800 CZK contribution, 200 CZK in benefit points).

Training & Personnel Growth

Access to Skill academy and LinkedIn Learning Mentoring model supporting personnel growth. For each completed certification of our Partnership Program training, you get 1500 CZK in extra benefit points.

Health & Wellness

There is nothing more important than our health, so we have two healthcare service providers:

- Ulekare.cz – online medical advisory
- Soumio – online psychological counselling and mental wellness programme

Home office

Would you rather work from home? With us, you can choose either an office or home office.