



Benefits Switzerland

Together we do what matters





Working Hours Regulation

- Flexible working models (Home Office/Parttime/Sabbatical etc.)
- Alternative Work Week Program
- Overtime compensation up to career level Senior Consultant with 1:1 time off compensation
- Possibility for Home Office
- 24.12. & 31.12. off



Compensation

- Car Allowance as of level Manager
- Representation allowance as of level Group Manager
- Additional bonus payments
- Financial benefits for birth & wedding



Digital Workplace

- Selection of different cell phones & laptop models incl. private use
- Workplace Enhancement (contingent for ordering equipment)
- Azure Subscription



Health Care

- Employee Assistance Program: External, professional counselling service for work related and personal problem situations
- Initiatives & Trainings for Occupational Health Management



Mobility

- Reimbursement of the SBB Half Fare travelcard
- Attractive per diems for business travels



Pension Fund & Insurances

- Accident Insurance: Contributions for the non-occupational accident insurance are paid 100% by Avanade with a worldwide, private insurance coverage
- Baggage insurance for business and private trips
- Pension Fund: Very attractive savings contributions and pension plans



Family

- Maternity leave with 100% continued payment of wages over 14 weeks
- 4 weeks of paid paternity leave
- Family Service: Free consultancy service and support, for example, for finding a childcare facility, babysitters and schools



Corporate Responsibility

- Corporate Citizenship: 8 hours of paid time to support a charitable project (of your choice).
- Avanade Gives: When you support a project or organization through donations, Avanade adds something on top of it



Training & Career Development

- Up to 80 training hours per year
- Wide range of national and international trainings as well as free use of the Microsoft certification program
- Regular implementation of innovation workshops (e.g., hackathons & geek weekends)
- Avanade leadership programs
- Career Advisor & Buddy Program
- Various mentoring initiatives



Additional Benefits

- Additional personal time-off for special events
- Employee discounts on our Corporate Benefits Homepage
- Participation in the Employee Recognition Program
- Attractive rewards for employee referrals
- ESPP – Employee Stock Share Program



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