

Do you want to
contribute your ideas,
shape the challenges
of today and
tomorrow and help
contribute to a more
just, equitable and
impactful world? Then
become part of our
growing team!

Social value and talent are the backbone of our unified culture - this means working together collaboratively with and for our clients to find new, innovative solutions, to think differently, to question the status quo and provide a world class customer experience. Our motto is "We are sustainability", and whether in national or international markets our employees make an important contribution to the development and success of the company.

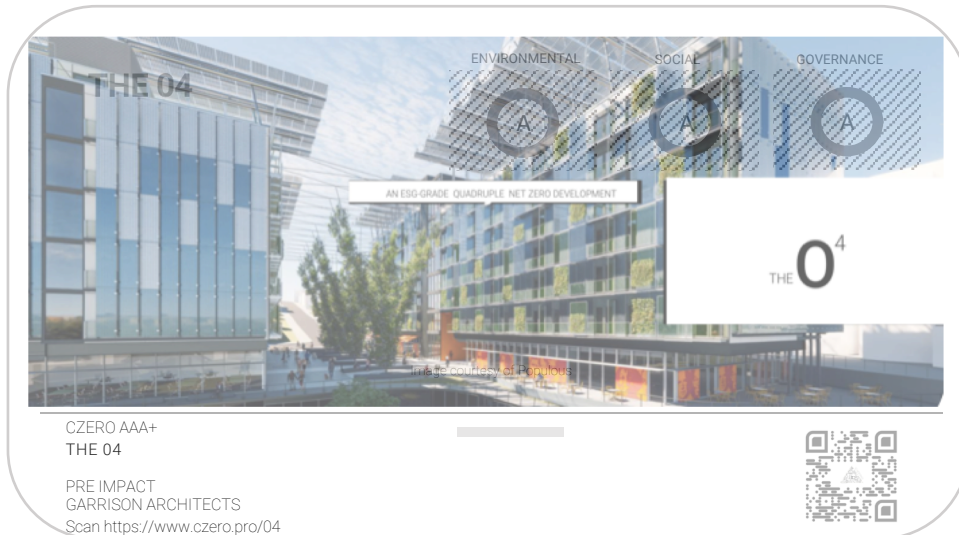


The first sustainable product in the world that seamlessly addresses and values the full lifecycle of the real estate asset

At CZERO, you will have a lot of autonomy in organizing your work as well as constant support and respect from leadership and colleagues across the board. You will work in an harmonious environment that embraces professional and personal growth and is characterized by a respectful workplace that places the utmost trust and care for the employee.

Our company' culture naturally includes these corporate values: reliable, open, courageous - that's what you can expect from your future colleagues and leadership. You should also be able to identify with those core values because those are the values that define our culture as well as our success. Are you wondering why this text is not about us? The reason is simple: its about you!

Our team resides at the heart of everything we do. This is why we have some of the most advanced and progressive social policies in the world. In addition to the employee standards you have already read about, you will also benefit from social and economic employer sponsored plans, professional development opportunities and a whole lot more.



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EMPLOYEE BENEFITS AT A GLANCE

What YOU get to look forward to at CZERO

We appreciate your application and are pleased that you are considering a position with CZERO. We thank you for the trust you have placed in our company. Below you will find an overview of our employee benefits, policies and procedures.

FINANCIAL

Payroll Deductions	7.65% withheld for social security contributions up to capped taxable income not exceeding 160,200
Pension Contributions	0.50 cents on the dollar of up to 10% of your salary
Paid time off (PTO)	<1Y (21 days), <2Y (24 days), >2Y (30 days)
Group Health Insurance	Max 75% of health insurance premium covered by employer sponsored insurance plan that includes mental health prevention and alternative medicine therapy
Disability & Life Insurance	Min 40%% of insurance premium covered by employer sponsored insurance plan that includes short and long-term coverage
Food Expense	1 free breakfast, lunch or dinner weekly

WELLNESS

Healthy Living	50-100% paid memberships for healthy living: gym, yoga, meditation, spa entry, etc.) Subject to approval
The Daily Thirty	Paid 30 minutes daily for mental, physical and social well-being. Included but not limited to napping, mental recharge, meditation, deep breathing, snacks, coffee or time just to be

ENGAGEMENT

Employee Development	50-100% covered expenses for professional development that can be completed during work hours. Subject to approval
Digital Coaching	Quarterly needs-based coaching sessions for personal or professional development skills
Work Life Balance	Work when you want and where you want
Employee Flex	Have suggestions? Let us know because its about you

Disclaimer: An overview of employer conditions for employment is not legally binding and therefore does not form any part of the employment contract. No legal claims can be derived from it as employee rights are governed by the employment agreement

Learn more...

