

# Railswarian's Bonuses & Benefits

## Flexibility

- [Work Locally or Remotely](#): You can work in the office or remotely from any location. Over the last few years, Railswarians have worked from different countries all around the world
- If there is a need, we provide support with relocation to Poland
- You can work flexible hours that suit your local time
- We have [two comfortable offices](#) in Kyiv, Ukraine, and Krakow, Poland:
  - Our offices are equipped with modern ergonomic chairs and standing desks
  - You can always find fresh food and drinks in our kitchen

## Work Culture

- A world-class team of [T-shaped](#) skilled professionals that share knowledge and support each other
- Top-notch approaches that help us create [outstanding products](#) and provide great services both to our customers and to Railswarians
- The [culture of constant development](#) that suits each Railswarian:
  - To stay competitive, we need to constantly learn new things. Railsware provides you an opportunity to visit professional conferences as a participant or a speaker and exchange knowledge with industry leaders
  - Flat company structure and ability to contribute to the company level responsibilities that you are passionate about, and grow beyond your role. You are the key driver of your personal growth and can evolve in a community of professionals
  - “Axe Fridays”: you can allocate 10% of working time on activities in Railsware Labs such as writing blog posts, contribution to open source projects or developing our own products
- We don't want to grow rapidly in terms of the number of people. Craft and quality are core principles for us. That's why every hired person matters

## Compensation

- Railsware offers a competitive remuneration
- Yearly bonus and compensation depend on your contribution to company growth, personal development, productivity, and team's feedback
- As an additional financial help, we provide savings program and microcredits:
  - You can keep your money on the company accounts until you need them
  - Microcredits can be helpful when you need some additional cash

## Hardware

- By default, Railsware provides you with a workstation consisting of a MacBook and a top-quality monitor, as well as additional accessories like a trackpad, mouse, headset, etc.
- Thanks to our hardware policy, you are able to work with the best equipment and regularly update it

## Perks

- You have 34 paid time off days per year. There are 24 standards days and, as our team is distributed around multiple countries, you get 10 working days on top to cover public holidays (you choose when you want to take your PTO)
- We cover sick leave, but we hope you won't need it;)
- Health policy budget will cover your private sports and healthcare expenses
- [Yearly trip](#): Every year Railsware organizes a company retreat for you and your partner to spend time with our whole distributed team together in one place. Our goal is to have fun and get to know each other better. We also discuss the company's vision and work on our culture. In previous years, we visited amazing places like Austrian Alps, Crete ([video](#)), Italy ([video](#)), and Croatia

## Learn more about Railsware

- [Website](#)
- [Railsware Blog](#)
- [Clients about Railsware](#)
- [Railsware Academy Youtube](#)
- [More photos of our community](#)