

Salt Edge

Benefits Package



Who we are?

A group of intelligent young individuals with passion for great work.

Salt Edge is headquartered in Canada, but the team is spread around the world. You are looking at a position for our Chisinau office, but we also have teams in the UK, Italy, and Romania.

Salt Edge is a product company, and that means that all the products that we work on are ours, and it's our sole responsibility to deliver great quality to our customers. We don't do consulting.

Most of us grew in this company, we are firm believers that there are no saviors that will come to us. If we want to solve our problems, it should be us who should be focusing on learning and improving ourselves in order to come up with a solution.

Collectively, we run a business that has been on the market since 2013, and has earned international recognition in the fintech space.

Here's what we offer

- **Salaries:** We are offered a competitive salary, paid overtime, yearly bonus, and the unique opportunity to acquire stock options (get a piece of the company). We also conduct yearly salary benchmarking research on the IT market to keep updated and provide competitive compensation to our employees.
- **Vacations and Paid Holidays:** Salt Edge offers 4 weeks of paid vacation, 11-12 additional days off for National holidays, and additional paid leave (parental leave or leave for marriage). We cover 100% salary during illness and don't ask employees to open sick leave every time.
- **40-hour work week:** Work is a marathon, not a sprint. We regularly stick to 40 hours a week, with the occasional emergency or once-every-few-years special push demanding more. The overtimes are clearly documented and paid for, of course.
- **Remote work opportunities:** To provide more flexible conditions, the company offers us the opportunity to work from a non-office location. We can grab our laptops and stay on track with tasks, while enjoying beautiful locations or simply the comfort of our own homes.
- **Deep dive:** We have a detailed onboarding process where each new team member works closely with an experienced mentor and gains knowledge during the trial period. We developed an orientation program where we tell the story of the company, share our values and our culture. We want every newbie to feel like home from the very beginning.
- **Comfort and trust:** To insure our comfort, the office hours allow both early and late mornings: 9:00 - 18:00 or 10:00 - 19:00 (Monday - Friday), as well as remote work if necessary. The most important is to reach the set goals and to be in touch with the team.



Here's what we offer

- **Corporate traditions:** Our team is our second family and every family has its traditions. Since the company's birth (2013), we accumulated quite a few of them: birthday presents, secret Santa, New Year presents for kids, charity campaigns, wedding presents, baby birth presents and many others.
- **Growth opportunities:** We offer career development through ongoing feedback, performance review processes, rotation between tech teams. Since the company and the products are created/improved by us alone, we put great effort into constantly improving ourselves and learning new things. We have periodic internal presentations on different topics: technical, business, sales, marketing, etc. Anyone can do a presentation, and anyone can attend it. Technical people are often seen at business presentations just so they can understand the impact of their work.
- **Ruby Community:** In 2015, we were ready to sponsor first Ruby Meetups and Rails Girls here, in Moldova. Later in 2018, we even started our own Ruby courses. Now these courses are a yearly tradition, since they have been running for the third consecutive year. Combining two great things together - Ruby and wine, - we sponsored the Ruby Wine conference in 2018 and 2019. As the biggest Ruby team in Moldova, we can't stay away from any opportunities to support the Ruby community.
- **Team:** Teamwork is critical to our way of working. Strong teams are built on strong bonds. Join us for weekly board games, quarterly team buildings, and annual retreats.
- **Technology stack:** We are an engineering and product company at heart. We practise quality-driven development. Ruby and Ruby on Rails are our key technology from the very beginning in 2013. And this language remains the key technology to reach the company's mission - build bridges between financial institutions all over the world. But also we work with a range of exciting technologies including React/Angular, PostgreSQL, Redis, ElasticSearch and more - the best tool for the job wins.

Come work with us

Learn more about Salt Edge

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Salt Edge open sourced the code of Authenticator under GNU General Public License (GPL). Any member of the open source community is welcome and encouraged to ask questions and make contributions to the code: **iOS App** and **Android App**, and an **example of server implementation**.