

Flexibility

Hybrid working. A balanced approach across home and office.

Long weekends. Six paid days a year to extend your weekend, from 2022.

Enhanced primary carer leave. Up to 4 months paid at full rate and 2 months at half rate depending on service length.

Enhanced paternity leave. 4 weeks' paid leave and 2 weeks unpaid leave.

Starting school leave. 8.5 days of starting school leave for permanent employees, which can be accessed within the first term to assist with the transition to school.

Leave purchase: The ability to purchase up to 10 days additional annual leave.



Remuneration

Equity grants. Rewards our top 25% of performers with an equity grant that is 20% of their base salary.

Profit share. An annual incentive when iress meets its annual profit targets.

Share investment. Invest in iress shares from your pre-tax salary.

Referral program. A cash bonus for anyone you refer who joins us.

Provident. Permanent employees can choose to contribute between 5% and 27% of their pensionable salary to the company 10X provident fund.



Health, wellbeing & community

Insurance. Income protection insurance after 3 months. Life Insurance (3-5 x base salary)

Confidential counselling. Access to our employee assistance program for you and members of your family.

Volunteer leave. Three days' paid leave to participate in volunteer programs.

Funeral cover. iress provides funeral cover for employees and their immediate family.

Everyday benefits

Professional and personal development. Access hundreds of courses through online training platform Udemy.

Workplace. Contemporary offices.

Workplace banking. Access to preferential rates, discounts and more, offered through Standard Bank.

Mobile phone. discounts off monthly plans with Vodacom.

