



Finding ever-easier ways requires dedication and wellbeing.

At COPA-DATA CEE/ME, we measure success based on goals achieved for individuals and as a team. Moreover, we are constantly driven by the desire to get better at what we do. We learn and grow together every day. Because success and continuous growth require us to leave our comfort zone, we need to take care of ourselves. To ensure the long-term happiness and wellbeing of every team member, we have a range of benefits in place to guarantee COPA-DATA is a great place to work.

Flexibility & wellbeing

Independency, flexibility, and a human-centric approach are key for a high satisfaction level at work. Of course, this means granting people certain freedoms to decide for themselves how they want to plan their days and how they can be most productive. We encourage everyone to make sure they feel good and fulfilled in their life and work, and to find purpose in what they do. We're more than happy to lay the foundations for that.



Hybrid work & flexible working hours

Do you wish to have the option to work from home and the office? We make it easier for you. In addition to a flexitime system, we provide you with the work equipment and compensations that enable you to enjoy exactly this flexibility with the best of both worlds.



Your physical and mental wellbeing matters

Our partnership with eGym Wellpass gives you access to a wide range of fitness and wellness options, from gyms and yoga studios to swimming pools and more – all in one flexible membership. Whether you want to energize your body, relax your mind or discover a new passion, we've got you covered. Your health, your way.



One additional vacation day for every year with us

You'll get an extra paid day off for every year with us. In other words: the longer you stay, the more vacation days you get. Join us and benefit from up to ten additional vacation days!



Employee Benefits

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Family first

We understand there are more important things in life than work. That's why we support both mothers and fathers to spend as much time as possible with their families, especially in the early years of your kids.



Time for voluntary work

Society needs volunteers. This is why we provide two additional vacation days per year for voluntary work. Red Cross, fire brigade, social work – you name it, we support it.



Come as you are

We are a software company that supports individuality and diversity. Therefore, we do not have any dress code. What matters is that you feel comfortable.

Culture & development

We share a vision and a mission: to always find ways to make our customers' lives easier. To achieve this, we need rely on each other in this competitive world. That's why we strongly promote a culture of personal and professional development as well as a sense of belonging through team-building activities.



Memorable company & team events

Alongside corporate events, we have a dedicated budget just for team-building activities. Go-carting, laser tag, BBQ, bowling, mini-golf: you decide what's next!



Clothing and merch collection

We'll equip every team member with a selection of branded merch: shirts, socks, backpacks, drinking bottles, and much more. Everything to make you look and feel COPA-DATA awesome.



Personal & professional development budget

We want to be better every single day. This is our driving force: believing in a growth mindset. That's why we are more than happy to invest in further education and training – in alignment with your personal and professional goals.



Employee Benefits

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Bonus payment

Success is a team effort. If we achieve our company goals together, you'll receive an additional bonus payment at the end of our fiscal year.



Employee referral bonus

We're always on the lookout for highly skilled and qualified people to join our team. If you recommend a candidate who gets hired, you'll be rewarded with a substantial "finder's fee".



Truly international

Want to work temporarily at one of our subsidiaries or business partners across the Central Eastern European and Middle East region? We love to foster international collaboration and to develop your intercultural competence.

Sustainability rules

There's always an easier way – even when it comes to living sustainably! As an organization, we take our responsibility towards the environment and society seriously. On the one hand, we help our customers to save valuable resources and make their operations more sustainable. On the other, there is a lot of things we do ourselves. And of course, the green benefits for our team members are part of this.



KlimaTicket

Why take the car if there is green public transport available to come to work or for your business trips? To make sure we reduce our carbon footprint, we provide you with the KlimaTicket.



Lease a bicycle with ease

Whether you live close to the office or far away – simply lease a bicycle for your journeys. We make it more affordable for every team member to choose the right bike for the right ride.



Get a tree for free

Yes, you read it right. As we have our own COPA-DATA forest, we give all team members one tree free of charge. And don't worry, you don't need to plant or water it :)



Employee Benefits

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Let's not forget the basics!

Some people call them benefits – we call them part of our everyday! Good pay, free snacks & drinks, state-of-the-art equipment, a supportive team, and an office where you can feel at home. Knowing these basics are taken care of allows us to focus on what truly matters: helping our customers to make their lives easier!



An attractive salary

You can look forward to an attractive salary. Based on your job description, seniority level, and your qualifications, we'll ensure a fair exchange of energy.



Subsidized lunch

For each working day, we provide you with a budget to spend on food. And it's completely up to you what, when and where you eat. We simply wish you "Bon Appetit"!



State-of-the-art equipment

Being a strong and innovative player within the automation software business, makes state-of-the-art a daily experience. So don't be surprised when you enjoy top-notch equipment so you can work at your best.



More than a supportive team

We are a diverse and international team, with a great mix of young and experienced talents. Flat hierarchies, fast decisions, caring for each other and probably, most importantly, a culture that allows you to try things out, to make mistakes, and to learn from them in order to deliver the best possible service and outcomes.



Free snacks and drinks

Cold beverages, coffee & tea, after-work drinks & beer, sweets, ice cream in summer, and fruit. You won't get thirsty or 'hangry' at our place, we promise.



Simply a great place to work at

Besides a modern industrial-style office offering everything you need, you have the chance to relax with shiatsu massages at the office so you can calm down during busy times. Furthermore, COPA-DATA stands for a safe employment in an innovative and growing market.

Overwhelmed? No worries, but don't forget to apply at career.cee@copadata.com ;)