

Lundbeck GBS Krakow's Employee Value Proposition

Lundbeck is tirelessly dedicated to restoring brain health so that every person can be their best. At Lundbeck GBS Krakow, we want all employees to be their best thanks to the targeted development, recognition, event, and benefit approaches. By supporting your needs as individuals, we want to enable the realization of our strategy and the delivery of our mission.

Our Employee Value Proposition



Our inspiring mission

Achieve work-life balance while pursuing growth and driving our inspiring mission so that every person can be their best!



Embrace belonging & make a visible impact

Join our inclusive community and accessible leaders for meaningful connection, collaboration, and integration!



Ignite your professional development

Unlock your full potential through diverse development opportunities.



Flex your way

Enjoy a flexible work approach tailored to your needs and a modern, vibrant workplace designed for your comfort, productivity, and innovation.

Compensation package

Compensation

In Lundbeck GBS Krakow, employees may count on a market-competitive level of salary that is reviewed annually based on market benchmarks and performance reviews.

Bonuses

Based on performance reviews, employees may receive annual bonuses or spot bonuses for extraordinary achievements.

Benefits

A range of monetary and non-monetary are offered to all employees regularly or on special occasions.

Monetary benefits

MyBenefit

Employees receive regular monthly top-ups to their accounts, which may be converted into Multisport card or entertainment, shopping vouchers, etc.

Employee Capital Plans

Lundbeck GBS Krakow participates in Employee Capital Plans, a Polish government's long-term retirement saving program with contributions expected from the employee, employer, and the state. The funds are collected for retirement and managed by a financial institution chosen by the employer in agreement with the employees.

Referral Bonus

An employee who referred a candidate who was hired gets a financial incentive amounting to up to 10,000 PLN, depending on the type of role.

Health & Wellbeing Benefits

Private healthcare plan

Every Lundbeck GBS Krakow's employee is offered a private healthcare insurance provided by LuxMed. It's designed to help you take a preventative approach to your health, encouraging regular visits to health professionals and providing annual health check-ups.

Private healthcare insurance for close-ones

Attractive tariff for LuxMed's insurance product called My Close Ones, which provides medical insurance to an unlimited number of family members (including children) as part of the Comfort Plus I package.

Group life insurance

Voluntary group life insurance enhances our benefits package and contributes to your financial and emotional well-being.

Reimbursement of correction glasses

Once every 3 years, the company will cover the cost of correction glasses for up to 400 PLN.

Integrations

Events

Company-wide events are all about integration, tightening our relationships, and building trust. Throughout the year, we invite our employees to celebrate during e.g.:

- ★ Carnival Party
- ★ Summer Party
- ★ Christmas Dinner
- ★ Family Day

After Hours Integration Program (AHIP)

AHIP allows employees from cross-functional teams to spend time after work together, integrate, and have fun their way. This is to cater to the various preferences our employees may have - from sports activities to cooking classes.

Recognitions

Recognize App

A recognition platform that allows employees to express gratitude and appreciation to colleagues by giving badges of different values. Points collected in Recognize App can be redeem as funds uploaded to MyBenefit account.

Holiday bonus

Annual holiday leave lasting at least 5 working days entitles you to a holiday allowance. The amount depends on the income factor and is determined annually.

Relax Zones & Massage

There are 3 office zones where you can meditate, read, play, or enjoy the salt cave air from a brine graduation tower. Need a pause? Several massage chairs and weekly massage sessions will contribute to your physical well-being.

Weekly fruit basket

Each Tuesday, employees enjoy complimentary fruit baskets in the office

Taste & Connect

Once a week, all employees gather for a team breakfast, lunch or dessert with complimentary meals offered by Lundbeck.

Ad-hoc events

Celebrating Ice-Cream Day, Donut Day, or St.Martin's Croissant Day are our good tradition.

Corporate Social Responsibility

CSR Grant Program

The program allows employees to receive grants of up to 2,500 PLN for projects that improve the lives of individuals and contribute to the betterment of our communities.

Sports Activities Project

Hours that employees spend on sports or active lifestyles are converted to charitable contributions. The best-contributing teams and employees receive special rewards.

Charitable initiatives

We support charitable initiatives that are important for employees and contribute to their team collaboration.

Career Development

lundbeck.com/GBS

We believe that investment in personal development is a fundamental aspect of professional growth. This is not a one-time activity or a quick process that happens overnight. It should be rather seen as a continuous effort influenced by rising opportunities, invested time, available resources, and employee readiness.

Induction & Onboarding Plan

To make the onboarding smooth and effective, the newcomers are having the induction session during the first days in the company. Further onboarding is held with the team and each newcomer has his/her own Buddy who supports this process.

Individual Development Plan (IDP)

Each employee in Lundbeck has an Individual Development Plan, which is discussed with the line manager at least twice a year during the annual appraisal process. This allows each employee to have learning activities and professional development that respond to personal aspirations.

Subsidized trainings

Employees are provided with various external training programs and webinars focused on refining the hard and soft skills needed for their respective areas of expertise

Aspire Talent Program for Experts

A 10-month education and mentoring program for those who are looking for a chance to grow professionally in the area of finance. The Program helps to get the necessary skills and subject matter expertise.

My Learning (LMS)

The corporate online platform People Point offers online workshops in different categories.

Working arrangements

The office is our primary place of work while employees can work from home up to 2 days a week / 8 days a month, depending on team specifics. Managers will define occasions when meeting up in the office will be required.

Flexible Workday

Employees can alter their workday's beginning and end times to adjust to their personal and organizational needs flexibly.

Project Management Community

Being a member allows an employee to hear the latest news and updates about ongoing projects in GBS Krakow and be a part of the team contributing to their implementation. It helps improve subject-matter expertise that aligns with employees' interests.

ACCA qualification

Lundbeck GBS Krakow is an ACCA Approved Employer, which confirms high standards of staff training and development within the company.



Trainee Development - Platinum



Professional Development

GBS-based assignments

Internal assignments give a chance to deepen business expertise within Lundbeck GBS Krakow and develop skills that are important for individual growth.

International assignments

Lundbeck operates in more than 50 countries around the world and there are many opportunities for GBS Krakow employees to participate in assignments outside Poland. Each assignment becomes a turning point in the professional growth of our employees as it brings a valuable understanding of our business and offers a wealth of new experiences.

Flexible Workplace & Free parking

Office space is optimized to support various working needs of the employees throughout the day - from collaborative spaces to meeting rooms enabled by technology and tools, to relax rooms and quiet areas, and home bases for individual work.

Free parking spaces are available upon booking online.