

Becoming a Beast

BENEFITS OF BEING A BEAST

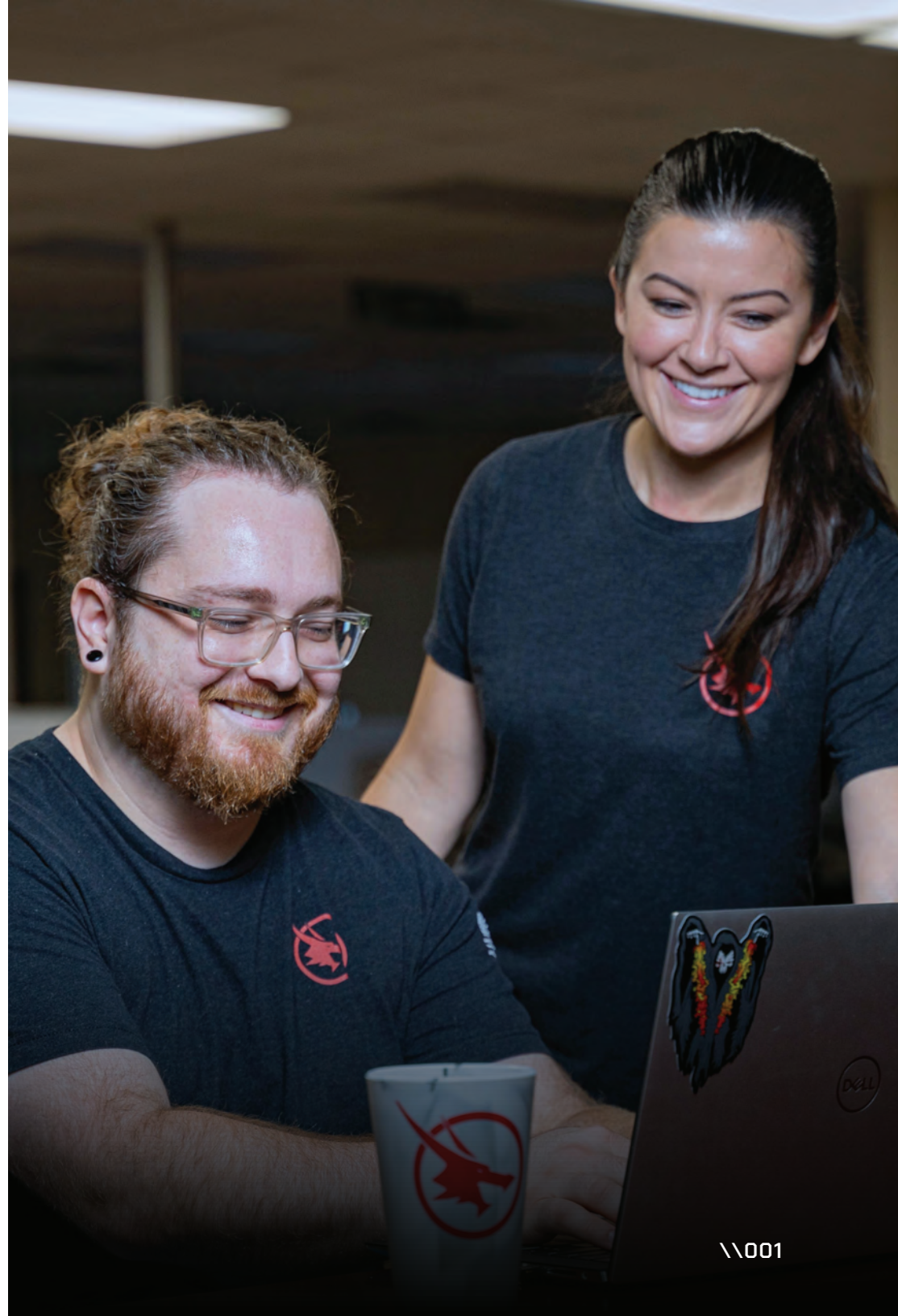
By becoming a brand new beast you will join a community of forward-thinkers and enjoy exceptional benefits

Our company culture is everything to us

Beast Code is filled with amazing people, exciting events, and inspiring initiatives. We have world class benefits. We welcome new ideas, and we reward groundbreaking work.

The dress code is casual, and the atmosphere is relaxed. Be yourself – we won't judge. After all, we may be in shorts and flip-flops ourselves (and may or may not have blue hair!).

Our core values focus on what's most important to building a robust, high-performance culture, delivering the highest quality products to our clients – and creating a workplace where our people have a voice and can be happy at work.



Our Core Values



Howdy Partner

We can't do this alone and neither can you. Be approachable. Listen to others. And spend time helping the team grow.

When we take on a new task, we're committing to be a trusted partner working alongside our customers, coworkers, and users. Collaborate, encourage each other to take risks, over-communicate, and always be honest.



Less Is More

Whether you're designing a user interface or pitching a new idea, always be concise.



It's Not Impossible. It's Manageable

The problems we solve may be complex and difficult, but they're not impossible. Maybe we just don't know any better, but we believe every problem can be broken down into a series of smaller solutions.

Beast Code can do anything until proven otherwise!



Be Relentless

Beast Code is the result of relentless iteration. Start small, deliver fast, promote user feedback, and iterate!

Always be curious. Above all else, have fun. Let the journey be part of the value we add to our partners.

One Team – One Beast

This is more than a motto, it's a mindset.

It's a reminder that no matter what department you work in, what your title is, or how much experience you have, we're in this together.

Every win we earn, we earn as one. Every challenge we face, we face as one. And every lesson we learn, we grow as one.

When we show up for work, we don't just show up for our roles, we show up for each other. That's what Beast Code's culture is about.
#HowdyPartner

When someone on our team succeeds, we celebrate as if it were our own success, because it is. And when things don't go the way we hoped, we don't look for blame. We engage, learn, and move forward together.

This is how great teams are built. Teams who help each other grow, take risks, innovate, and contribute to missions bigger than themselves.

We challenge you to live this mindset and keep us honest.

Ask the hard questions and lend an extra hand. Always assume good intent and have each other's backs, especially in the moments that matter most.

Because in the end, we're not a collection of silos or individual contributors, we're one team. We're one Beast Code and things you do every day are backed by the entire company. When we move as one Beast, there's nothing we can't do.



Our World Class Benefits

Our benefits are world class. They protect our team from risk, offer opportunities to build skills and wealth, and allow us to enjoy a fun, exciting environment. Benefits are offered to full-time employees.

Medical, Dental, and Vision Benefits

Beast Code pays approximately 60% of the employee and dependent premiums.

Health Savings Account

Beast Code contributes up to \$75 each paycheck in matching HSA funds.

Flexible Spending Plan – FSA (Medical & Dependent Care)

With an FSA, you can put money aside through pre-tax payroll deductions to pay for FSA eligible expenses.

HealthiestYou by Teladoc

Virtual visits to see and talk to a medical provider 24/7.

MASA Medical Transport

MASA covers emergency air, ground and hospital to hospital transportation.

TRICARE Supplement

If you are a military retiree or retired reservist, under age 65, you are eligible to enroll in the Selman TRICARE Supplement Insurance Plan.

Basic Life and AD&D Insurance

Beast Code pays for employee life insurance coverage of \$25,000 and AD&D coverage of \$25,000.

Additional Benefits

Beast Code also offers a broad range of other benefits to include Long Term Disability, Short Term Disability, Supplemental Life Insurance, and AFLAC Benefits (Cancer Care, Accidental Coverage, Hospital Coverage, etc.)

Employee Assistance Program – EAP

Our EAP provider offers resources and guidance for personal issues you might be facing and information about other concerns affecting your life, whether it's a life event or an ongoing issue.

401(k) Retirement Savings Plan (Safe Harbor)

Beast Code will match contributions up to 6%. No waiting period here - your funds are fully vested on day 1!

Our World Class Benefits – Types of Leave

Unlimited Time Off (UTO)

Employees may use UTO for scheduled vacations, or unscheduled absences related to illness, injury, and personal business.

Military Service Leave (MDY)

Beast Code offers 3 weeks of paid military leave starting on day 1 and resetting every year!

Parental Leave

6 weeks of maternity leave and 3 weeks of paternity leave is given to the employee after 12 months of employment.

Volunteer Paid Hours (VTO)

Employees will receive up to 8 hours of paid VTO each calendar year to volunteer for a 501(c)(3) nonprofit community program.

Our World Class Benefits – Other

Professional Development

Each eligible employee is granted up to \$1,200 and 40 hours to use for professional development per calendar year.

Holidays

Beast Code offers eleven paid holidays annually.

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- One full week for Christmas

Flexible Work Schedule

Beast Code is committed to our employee's dynamic lifestyles and when possible, permits flexible work schedules to include working remotely with prior approval from their supervisor. Core hours are from 9 am to 3 pm.

Onsite Gym

Beast Code employees have 24/7 access to the free-to-use gym, Bendojo.

Notary Services

Beast Code has two Notaries on site to assist employees, free of charge.

Catering

We also like to eat!

- Bagel Tuesdays: Weekly catered breakfast
- Paid Food Truck Visits
- Catered Lunches
- Free Snacks and Drinks on site at Beast Code HQ

On- and Off-Site Events

Just a few of the paid on and off-site events recently have included:

- Pensacola Ice Flyers Hockey Games
- Pensacola Blue Wahoos Baseball Games
- Tie-Dye Party
- Halloween Party and Costume Contest
- Beast-giving (Thanksgiving Lunch)
- Annual Christmas Bash (Year-End celebration)

Ready to Join Us?

Here's how it works

By becoming a member of the Beast Code team, you can transform your career. You'll go from being a **frustrated, overwhelmed and stagnated employee** to a **motivated Beast**, excited to come to work every day and meeting your full potential.

Here's how our application process works:

Submit Resume and Application

Start by submitting your resume and application for the position you're interested in. We're always on the lookout for talented individuals who are passionate about programming and eager to make a difference.

Culture Interview

If your application catches our eye, we'll invite you to a culture interview. This is where we get to know you better and ensure you're a good fit for our dynamic and collaborative work environment.

Technical Interview

Next, we'll dive into the technical side of things with a technical interview. We want to see your skills in action and ensure you're ready to tackle the challenges of being a Beast.

Possible In-Person Interview

Depending on the position and circumstances, we may schedule an in-person interview to further assess your fit for the role and the team.

Decision

After thorough evaluation and consideration, we'll make a decision and welcome you aboard as a brand new Beast! We understand how important this decision is, and we'll make every effort to keep you informed throughout the process.

At Beast Code, our applicants are potential members of our thriving community. We value diversity, creativity, and a passion for excellence. We're excited to see how you can contribute to our mission of enabling organizations to harness the full potential of their data.

Hiring FAQs

Here are some useful questions and answers you may have about working with us:

01 | How do I apply?

We use ADP to take applications online (no paper please; we like trees). If you don't see a position on our careers page piquing your interest, feel free to shoot a message to us on our contact page. We will reply within seven days of receiving your application.

You can also add yourself to our talent community via the application link and stay abreast of our newest openings and opportunities.

02 | Do I need to have a degree to work at Beast Code?

Not at all. At Beast Code, we value people based on the experience they bring.

03 | Do you offer remote positions?

Certain positions are available for remote work. After all, it's not realistic to expect to find all of the world's best employees right here in Northwest Florida! Certain positions will require an in-office presence while others have the availability for fully remote! We are looking for the perfect person, not necessarily the perfect situation.

04 | Do you offer paid internship positions?

Not at this time. Though, keep an eye out for future opportunities.

05 | What can I expect after I apply?

If your skillset is good fit for an open position, we'll reach out to you via email to schedule an initial phone interview.

Most of the time, even if you're local, we will conduct the first interview via Teams. If we still think you're a good match after your initial interview, we will reach out via email to schedule an additional interview with our technical experts. All of our interviews are interactive.

While we will ask a series of questions to judge your knowledge, we will also use whiteboard problems and talk through what-if scenarios. Come as you are, dressing casually is fine! You'll find no business suits at Beast Code. After all, we care about your qualifications, not your shoe style.

06 | When will I know if I have been selected?

We pride ourselves on timely communication, no waiting for months here. We like to inform candidates as soon as possible if they have been selected, sometimes less than a week. And if you haven't been selected at this time, we will also let you know as soon as possible. No one likes to be ghosted!

07 | What happens after I am hired?

After being hired, you will attend our orientation program, Beast Code Academy. This includes technical set up, setting up benefits, reviewing policies, and undergoing orientation with your team. You will also receive some sweet Beast Code swag!

Important Mandatory Requirements

Because of the nature of our work here at Beast Code, every applicant must meet some basic requirements.

- You must be a U.S. citizen and able to comply with U.S. government regulations.
- You must have the ability to obtain and maintain a Department of Defense security clearance.
- You must be able to pass a complete background check and maintain a valid U.S. driver's license.
- You must comply with our drug-free work environment policy, which includes mandatory pre-employment drug testing as per all applicable laws.

Ready to unleash your potential and become a part of something special?

Submit your application today and embark on the journey to becoming a Beast!

