

BENEFITS OVERVIEW:

When you sign up to work with Balfour Beatty, we welcome you into our family. And like any family, we look out for each other. Here's how we take care of our team:

Culture

- An intrinsically rewarding position where your work truly makes a difference in improving the landscape and connecting our communities where we live and work.
- A direct or indirect role on shaping and supporting some of the largest, high-profile projects across the nation and projects that really matter most to our communities, clients and partners
- A fun-loving family atmosphere supported by the resources of a global organization
- Dedicated spirit committees for fun team and family activities
- Bright, talented and passionate teammates who really care for you and your career
- Room to grow with personalized career development plans and top-notch training
- Clear dedication to our values and vision
- A strong sense of organizational pride and celebration in our work
- Collaborative employee work groups and hack teams that help steer our company's innovation and direction
- A peer-based rewards and recognition program
- A national service award program to recognize outstanding talent and contributions
- An unwavering commitment to ethical behavior (view our [Code of Conduct](#))

Financial compensation

- A market competitive base salary
- An incentive-based compensation program
- 401k and profit sharing program with a generous company match

Health and welfare

- Comprehensive medical, dental and vision benefits with options to best fit you and your family needs
- Flexible Spending Accounts for extra savings on health and dependent care expenses
- Optional Health Savings Account with a generous employer contribution
- Health management program personalized to your health needs to help reach your wellness goals
- Company-paid life insurance, disability and income protection benefits
- Mother-to-be coaching
- 24/7 nurse assistance line
- Discounted gym memberships

Work-life balance priorities

- Paid volunteer hours for all teammates to give back to their charities of personal choice
- Paid-time off holidays including personal and sick days
- Education assistance to further your study and career
- Employee assistance program for confidential help with personal issues
- Employee referral bonus program for new recruits
- Discounted home and auto insurance
- Legal assistance for matters including estate planning, document review and will preparation
- Employee discount purchase programs for a wide-array of products and services (for example, tickets to sporting events, home appliances, car purchase discounts, etc.)