



Dirox

Digital Solutions

WWW.DIROX.COM



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Welcome

Bienvenue

ようこそ



Working in IT in an international environment is demanding. Requirements are high in terms of technical skills, communication skills, and versatility.

With Dirox' success relying almost entirely on the productivity and talent of our staff, well-being in the workplace is nothing more than a *condition sine qua none*.

This is particularly true for a booming country like Vietnam. With so many opportunities on the job market, and with an considerable turn-over, it is all the more important for us to care about that matter, and reward our people's loyalty and performance accordingly.

Today, we want to share with you our take on Employee Well-Being, inside and outside our company, and how we work for the greater good of our staff and their home country.

Olivier Hertu, Dirox CEO

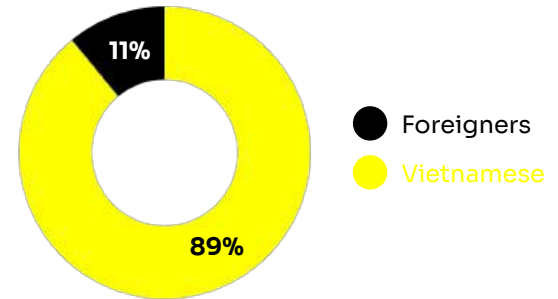
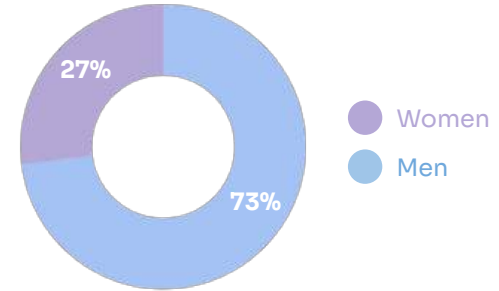
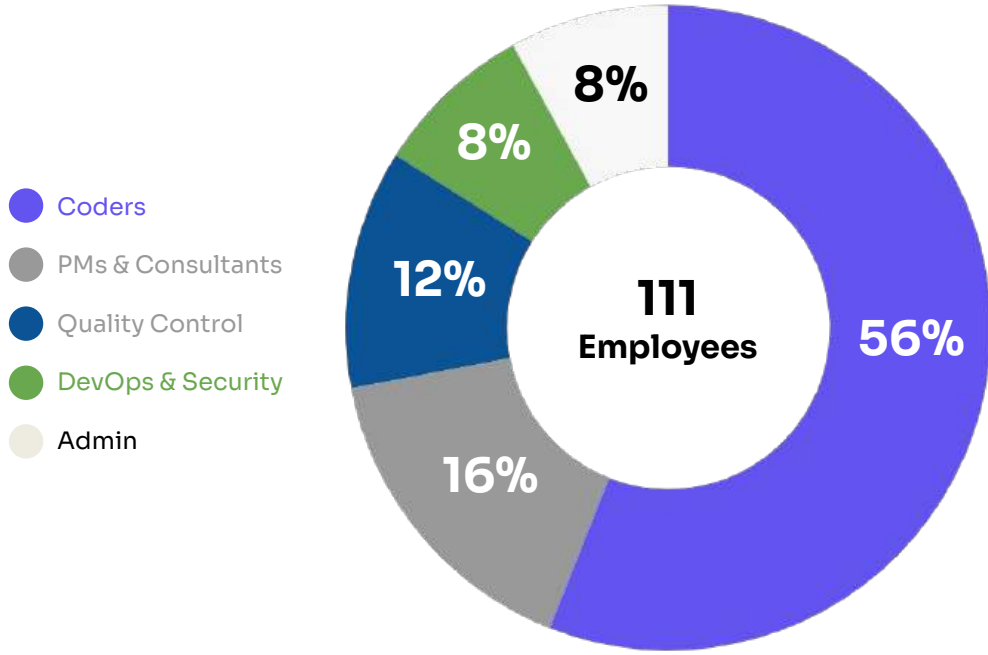


Our Employees



Employee Overview

Our Ho Chi Minh Staff



Employee Benefits

Contract Conditions



Salary

Up to 14th-month salary
100% salary during probation



Insurances

PTI Medical Insurance



Holidays & Rest

Up to 24 leave days per year

Employee Reviews

What they say about Dirox

Glassdoor

4.7 

5.0 

Current Employee, less than 1 year

Forward thinking company

Oct 26, 2022 - Senior Marketing Manager in Ho Chi Minh City

Recommend CEO Approval Business Outlook

Pros

- Open-minded and trustful management that gives you space for new ideas and initiatives. - Real company culture with workshops, events, and trips. - Professional & personal development opportunities sponsored by the company. - Fast-moving company, on the lookout to expand its markets and services. - Employees can arrange their schedule pretty much how they want, choose their own seat at the office, and work remotely.

[Read More](#)

ITViec

4.4 
57 đánh giá

Good company, sociable environment, good benefits

 Recommend

June 2021

What I liked

- The environment is sociable, friendly, all colleagues are easy to deal with. Free soft drinks (I drink every day -)), coffee, meals every end of the month. The boss and colleagues are Vietnamese and foreign, but everyone is good. The security guard and the janitor are also very nice.
- In terms of facilities, it's ok, the computer provided by the company is generally strong, running smoothly
- Regarding learning, depending on your project and Lead, you will learn a lot or a little, not as much, vertical contribution so don't worry, if you want to do Tech or learn any Tech,

[Read More](#)

2024 WINNER!

VIETNAM BEST IT COMPANIES™

Dirox Wins

**"Vietnam Best IT Companies 2024" Award
for Building a Dream Workplace!**













Work Environment



Wellbeing Approach

Investing in Success

-  Language & Communication Classes
-  Personal Development Programs
-  International Mobility
-  Inclusion in Charity Initiatives
-  Hackathon Competitions
-  Lunch & Learn
-  Gifts & Incentives
-  Dirox Radio for Office Tunes

-  Comprehensive Employee Benefits
-  Professional Skills Development
-  Remote Work (Flex Office)
-  Wellness Workshops & Activities
-  Social Events All Year Long
-  Yearly Company Trip
-  Monthly Get-Together Celebration
-  Monthly Talent Show with Prizes

At Dirox, we embrace inclusivity, with a team representing **15+ nationalities** and a strong **37% female** presence.

We also prioritize team well-being, as it ensures satisfaction, stability, and lasting client relationships.

With a remarkable **96% employee retention rate**, we take pride in our loyal team's commitment.

Our Office

Ho Chi Minh City Headquarters



Access to IT Equipment upon request



Community Areas



Games & Activities



Meeting Rooms



Open Space Designed for Interactions

Key Facts & Figures

- 542m² total area
- 58 work desks
- 4 meeting rooms
- 80 lockers
- Coffee & relaxing rooms
- Binh Thanh District of Ho Chi Minh

Flex Office

Remote Working and Flexibility



- **Flexible Office Hours**
- **Possibility to Work Abroad**
- **Up to 3 Days of Remote Work / Week**
- **Monthly Compensation for Remote Work**

We believe in accommodating every lifestyle

Wellbeing Practices

Dedicated Workshops & Activities



Talks



Exercises



Outdoors



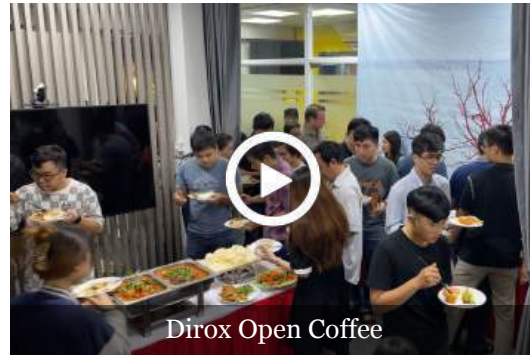
Meditation

Together with coach **My Holland**, our **Wellbeing Champions** define concrete actions and daily routines that are promoted to the rest of our employees, to ensure that well-being at work is widely spread across the company.



Company Events

Every occasion is good to spend time together!



Our Events

- Monthly Dirox Open Coffee
- Women's Days
- Children's Day
- Mid-Autumn Festival Party
- Halloween Party
- Christmas Party
- End of Year Party
- ... and other activities!

Company Trip

Our yearly get-away team building week-end :)





Training & Career



Personal Skills

Learn something for yourself



- **170 USD allowance per person each year**
- **Virtually unlimited activities**
 - Books
 - Tickets to events (seminars, conferences)
 - Sport equipment & licence
 - Classes (music, arts & crafts, languages)
 - Driving licence

Self-development helps our employees and our company grow!

Professional Skills

Learn something for your career

Upskilling PROGRAM

Dirox covers the cost of online (Udemy) and real-life training for people to get new skills and certifications to help them in their careers.

More Information

- Unlimited allowance
- 50 candidates / year

Technical WORKSHOP

Experts take the lead and make a deep dive on technical topics in extensive presentations and Q&A sessions where all Dirox Staff are invited.

More Information

- Monthly workshop
- Filmed sessions

English CLASSES

Dirox welcomes English teachers on a weekly basis. Staff of all levels can attend voluntarily and improve their communication skills to perform in an international environment.

More Information

- 230 USD allowance / person
- 2 classes of 22 people

International Mobility

Our Opportunities to Work Abroad



France - USA - Canada - Japan - Vietnam
as many chances to evolve within Dirox



Social Responsibility



Taking Action

For years, Dirox and its employees have taken part in multiple Charity Events



**Tutoring, Blood Donation, Agent Orange Victims Help,
Orphanage Support, Covid Relief Action and more!
Dirox Employees fight every fight with **gratitude** and **engagement**.**



Our CSR Partners

A commitment to donate 1+1% of our turnover to 2 local NGOs



Alliance Anti-Traffic Vietnam

AAT offers a preventative education program, protects children at risk, provides support for victims of prostitution and trafficking, and more.

[Read more](#)



Mekong Plus

Mekong Plus aims to eliminate poverty in south Vietnam and Cambodia through programs in the fields of education, employment, agriculture, infrastructure, and health and hygiene.

[Read more](#)

Let's talk!

#Digital #Innovation #Partner #Outsourcing

#Development #Software #Apps #iOS #Android

#IoT #Blockchain #A.I #V.R #A.R #Technologies

#Consulting #UX #UI #Business #DevOps

#You

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