

European XFEL

Compensation & Benefits

Overview



European XFEL offers a range of monetary and non-monetary benefits which are available to staff.

This brochure will provide you an overview of the main benefits. To receive more information in regards of different items we recommend to contact the HR Group.



Work & Life Balance

- **Flexible working and remote working** encouraging work/life balance
- **Health & wellbeing:** we organize Health Days once year and offer acces to a Mental Health Platform
- **Facilities:** A Restaurant BeamStop with fresh cooked food is available and free fruit baskets
- **Team spirit:** Celebrating together e.g. summer party, Christmas party
- **Grants:** e.g. German courses (also for partners), HVV
- **Childcare:** 4 TVöD paid child sick days, 5 additional paid childcare days

Financial Benefits

- **Mobility support for non-local newcomers** including the possibility to obtain an interest free loan
- **30 paid vacation days** plus 24.12. / 31.12 are free as a courtesy
- **Payment for injuries and illness** even beyond the legal requirements
- **Various benefit payments:** Special leave on some occasions and the possibility for educational leave



Thank You - Non-Monetary Reward

On occasions a staff member might “go the extra mile” and accomplish exceptional achievements and / or demonstrate exemplary behaviours.



Personnel Development

- **Provide development opportunities**, e.g. training, coaching, mentoring
- **Career opportunities:** We give personnel opportunities to pursue the career they aspire to
- **Extras:** e.g. company-wide English language training
- **Annual feedback talks:** Have impactful development and career conversations
- **Team retreats:** Yearly team-building workshops



Remuneration

- **Base salary** paid on a monthly basis, including regular tariff increases
- **Several monthly allowances** e.g. for specific functions, tasks and professions
- **Annual special pay** in the amount of 60, 80 or 90% of a regular salary
- **Various allowances** for shift, on call duty
- **Generous company pension scheme** solemnly financed by the employer
- **Yearly incentive pay** based on objectives and performance
- **International allowance** for supporting international hires

