Perks and Benefits

- 99designs
- 99time learning & development
- 99nonprofits
- Remote + flexible working hours
- Wellbeing bonus
- Employee assistance program
- Full work-from-home setup, including tech + annual top-ups
- Cultural leave
- Paid parental leave
- We party + celebrate
- Paid volunteer day
- Matching charity donations
- Cool office swag
- Casual dress
- 99superpower Design credits
- Global company: 6 countries, over 180 employees
Full work-from-home setup including tech + annual top-ups

Wherever you do your best work, we’ll set you up with a home office that’s as hi-tech as it is comfortable. Because no one should be working on a couch with outdated hardware. We also provide an annual home office top-up which can be used for purchasing items that keep the vibes high (a different kind of essential equipment).

Remote + flexible working hours

Work from home or from the office, embrace your morning lark or satisfy your night owl. Build a schedule that has you working and collaborating at your best.

Wellbeing bonus

To extend our commitment to wellbeing and help you thrive, we give everyone an annual individual wellbeing bonus to spend on whatever you like to invest in your personal wellbeing.

Whether it’s a gym membership, some new shoes, a museum membership, an online course, or booking a swish Airbnb for a relaxing weekend away. We got you!

Paid parental leave

Take the time you need to start parenthood off right — just promise us you’ll bring your lil one into the office to say hello when they’re ready. We are proud of the support we can offer our 99er parents and guardians, which includes 18 weeks leave at full pay in Australia and the United States, with equal leave entitlements for either parent or guardian, all genders and family structures. Use the leave how it best works for you. Plus we make superannuation payments during any unpaid parental leave, and you can access 10x paid keeping in touch days.

99time + learning and development

We support (and love!) learning in multiple ways.

99time gives you 1-2 days per month to work on you and expand your personal toolkit.

You also have access to an annual L+D budget to invest in your development, alongside our internal learning offer all 99ers have access to. This might be to increase the depth or breadth of skills in your current role or to cross skill for a future career goal.

Paid volunteer day

We love engaging with and supporting our communities, that’s why we give each employee one paid day per year to volunteer at a charity or nonprofit of their choice.
Matching charity donations

Feel like dropping some cash on the charities and nonprofits doing great work in the world? We hear you! In fact, we love a good donation so much, we’ll match it dollar for dollar!

Employee assistance programs

We care about the human behind the work (aka, you!) the amazing 99er who has chosen to spend their days with us. That’s why we have an employee assistance program that includes confidential coaching, mindfulness, and wellbeing activities—for those times when you need it.

Cultural leave

Cultural celebration is important. If it matters to you, it matters to us. Take up to three days of paid leave per year for culturally significant days.

99superpower - design credits

Grab a front-row seat and see what 99designs can do for you. Get annual design credits to use on the platform, create some cool stuff, have a great time, and tell us all about it!

99nonprofits

Our 99nonprofits program is a global initiative that provides free design services to not-for-profit groups. You can choose to give your 99superpower to a non-profit close to your heart, helping them make even more of a positive impact in the community.

Vistaprint discounts

We love our Vistaprint products so much that we want 99ers to make use of the amazing employee discounts and bring their designs to life.

Casual dress + cool team swag

We like to keep it casual and comfortable. We dress how we like and have some cool branded swag to boot.
Global team - Drop into one of our global offices

Just like our design community, our employees are a diverse and far-flung bunch. From Berlin to Bengaluru, Melbourne to Manila, you’ll find us tapping away at our laptops in all corners of the globe.

On a holiday and feel like meeting and working with your global teammates? We’ll pay for five nights’ accommodation when you travel to and work at one of our offices.

We party + celebrate

What can we say? We love to celebrate and socialize! Whether it's in person or virtual, we love a good hangout and chat.

Some staple events include regular lunches, holiday-inspired hangouts (think Halloween and Easter), a mid-year get-together, an EOY party, and a monthly celebration of all recent birthdays and anniversaries. Can I get a hip hip hooray!

Online fitness

All employees have access to the Guinea Pig app, which has daily virtual fitness classes including pilates, strength training, yoga, and meditation. Get into it!