



WE ARE BEC

WELCOME INSIDE

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WHATEVER WE DO,
WE DO IT TOGETHER.
**IT'S THE SECRET
TO OUR SUCCESS.**

BEC works as a community of ambitious, open-minded, and generous people who love to develop and deliver.

We're proud of providing efficient, resilient, and compliant systems today, and we share the ambition of building and integrating the open technologies that will run the financial sector of tomorrow.

That's how we deliver the best and most competitive banking tech suite in the Danish market.

Jesper Nielsen, CEO

AT BEC, IDEAS HAVE NO RANK

With cross-national teams in Denmark and Poland, we create banking technology serving 25% of Danish bank customers.

We're a community of helpful people, collaborating informally based on trust and a flat hierarchy.

Great ideas have no rank, and we invite all colleagues to chip in their skills, learn from each other, and create the best solutions for our customers.

**CODE.
LEARN.
GROW.**
TOGETHER

We build the future of banking technologies, while ensuring rock solid banking today.

Together, we crack complex code and handle a huge tech stack, transforming towards open banking, and integrating new technologies from market leading partners.

We enable bank customers to invest online, take out loans, and transfer money. In other words — everything you need to run a bank.





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I implement BEC's anti-money laundering solution, which supports banks in the fight against financial crime.

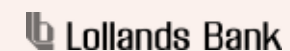
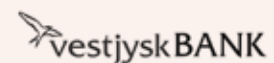
What interests me most is making our customers' different needs and processes meet in a common technical solution.

Vibeke Schmidt
Senior business analyst

17 MEMBER BANKS ARE KEY CUSTOMERS

Almost 60 years ago, Danish banks joined forces to make financial tech solutions more competitive than they could alone.

To this day, BEC is owned by competing banks collaborating to advance Danish banking technologies, together.





The infographic features two overlapping circles on the left: a large red one and a smaller grey one. To the right is a photograph of three people (two women and one man) sitting around a round table in a modern office with large windows. A red curved line connects the top of the red circle to the photo. The text is in a clean, sans-serif font.

1,050

EMPLOYED IN
DENMARK

700

EMPLOYED IN
POLAND

31%

of Danish companies
use a BEC bank as
their primary bank

23%

of all Danes
use a BEC bank as
their primary bank



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I act as an internal partner to colleagues at BEC and help them apply a standardized way of transitioning solutions into production.

This is crucial to ensure stable and flawless operations for the banks and their customers.

Joanna Karczewska
Process manager

OUR WORK ETHIC



CODE, LEARN AND GROW TOGETHER

We help each other shine and deliver quality work together. We share, engage, and respect each other's skills, and we're always eager to take on new knowledge.



EXECUTE AS AGREED

We set clear expectations and deliver as agreed. We value transparency, take responsibility and learn from our mistakes.



BUILD TRUST

We're proud to create secure financial infrastructure for Danish society. We act with decency and respect towards each other.

Outside work, many BEC colleagues spend time together in a myriad of social clubs, sharing their passions for running, go-karting, sailing, opera, cinema, skiing, wine, photography and much more.



SHARE YOUR PASSION WITH COLLEAGUES

WATCH THE
GO-KARTING CLUB
IN ACTION



ONE BEC

GLOBAL VALUES MEETS LOCAL ACTION

One BEC is our strategic vision for how we work together across countries, locations and teams. We cherish a global mindset and embrace local variation within our shared values, culture, and identity.

We share a commitment to succeed with **centrally prioritized tasks and goals**.

We **empower our teams** with a flexible, transparent organization.

We work **seamlessly across** branches.

We **align processes and systems** to max our efficiency and minimize complexity.

We **localize processes or systems** if needed to heighten global efficiency.



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My team is a mix of both technical and business people in Poland and Denmark, and because of that we can support each other well.

When we have a big release, we talk a lot about tests and bug fixes. We're very much dependent on each other.

Dominik Sawicki
Program director

HOW WE WORK



INFORMAL COLLABORATION

Our work culture is truly Danish, with a flat hierarchy and a high degree of mutual trust. We're a community of smart, helpful people, eager to do better together.



STRONG LEADERSHIP

To better support our people, we created the BEC Leadership Foundation: A manifesto on how our leaders can provide clear, present, helpful and firm guidance to their teams.



CODE. LEARN. GROW. TOGETHER

Our managers, Learning & Development team, agile coaches and tech competency managers are all dedicated to prepare you and BEC for the next challenge.



A FLEXIBLE WORKPLACE

We promote a hybrid model of working onsite and remotely. We aim to build relations at the office, work remotely when it makes sense, and stay flexible for each other.



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I work with internal IT and enjoy implementing solutions within finance and project operations to improve the internal business processes.

A flexible workplace and great work environment give you inspiration and joy of work in BEC.

Yurii Danylin
IT architect



DIVERSITY MATTERS

Bringing together different people and perspectives leads to better outcomes for our customers, our people, and our company. We're working towards building a truly inclusive workplace, where everyone can thrive.



DIVERSITY

Bring together a workforce with similarities and differences between individual employees



INCLUSION

Encourage the behaviour that values and leverages our differences

GENDER BALANCE AMONG **EMPLOYEES**



31% 69%

GENDER BALANCE AMONG **MANAGERS**



30% 70%

AVERAGE AGE

48
IN DENMARK

AVERAGE AGE

34
IN POLAND

FUTURE- PROOFING FINANCIAL TECHNO- LOGIES



The financial sector is going through big changes. Our job is to help banks meet the escalating needs of customers and society.

We're focused on the flawless operation of critical banking technology. At the same time we're readying to integrate with a more flexible modern tech stack.

Whether it's migrating to secure cloud technologies, advancing anti-money laundering platforms or launching next-gen business intelligence, we're building the future of banking technologies, while ensuring rock solid banking today.

OUR CUSTOMER PROMISES HELP SET OUR BANKS UP FOR SUCCESS



Enable **growth, efficiency and compliance** through financial technologies.



Deliver value by **collaborating** with our customers and peers.



Build an **open, scalable and efficient architecture** for customers and partners.



Provide **resilient, secure and stable solutions.**

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My job means that bank advisors can faster and more easily set up and change mortgage loans through a new mortgage platform from BEC.

Line Kühnel
Software engineer



BEC TALENT PROGRAM

Each year, we gather new talent across Denmark and Poland to help kick-start their careers in IT.

Students and graduates have the opportunity to join different tracks and train, work with a mentor and contribute to customer projects. At the end, we offer permanent employment.



Real job experience with an **attractive salary from day one**



6-8 weeks training depending on the track throughout the year



Mentorship, e-learning and **support** in professional development



Smooth start to a **professional career** within IT



Be a part of a graduate team with **like-minded young professionals**



Flexibility and good conditions for **healthy work-life balance**

WATCH THE
BEC TALENT PROGRAM
HACKATHON



A CAREER IN BEC

USE PASSION TO DIRECT YOUR NEXT CAREER MOVE

Working as a QA specialist in the Core Banking domain, **Bettina Lysell Faldborg** wanted to take a new challenge. After having an open dialogue with her manager, she was able to find a new position at BEC as the QA Competency Manager.



The QA competence manager position was the next logical step for me without me even knowing it. I love building communities and I love to be excited about my profession, I think it's one of the most important qualities for competence managers, the capability to get people excited about learning more about the area.

A key aspect of working in the Tech Competency Management team is to grow and shape the tech community they are part of. This includes working on recruitment, meetups and trainings. For Bettina this meant formally stepping up to nurture QA community in BEC and put her passion to great use.



I want to make QA, as an area in BEC, attractive for people in BEC and outside. I hope to create an environment that is a great place to work and that people want to be a part of, because of great training, great people, and great tasks.

A CAREER IN BEC

FROM GRADUATE TO DIRECTOR

Starting out in our BEC's talent program, **Kuno Leerhøy** was working to become a project manager. However, realising that he could provide more value by becoming a product owner, Kuno decided to pivot with the help of his colleagues.

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In digital banking I was given a huge amount of responsibility, and under solid guidance from my leader I was able to quickly achieve the results that opened doors to new areas of responsibility.



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I have been in BEC for more than six years now because I believe in our products, the good colleagues and the culture and exciting opportunities and tasks ahead of us.

Since his BEC graduate days, Kuno has developed his skills and been promoted to become a program director.



We are committed to help **fight financial crime**, ensure a **stable financial sector**, and build **straightforward, user-friendly** banking.

Come follow us!

 [BEC on LinkedIn](#)

 [BEC Poland on LinkedIn](#)