



# DIGITAL

This is an exciting time to join the Digital Team at H-E-B! As our Customer and Partner experiences continue to grow in popularity and adoption in areas like Curbside and Delivery, you will have the opportunity to define the digital experience for millions of Customers and hundreds of thousands of Partners. Our Partners are utilizing the best technologies available to deliver modern and engaging experiences with the reliability, performance, and scale to service that only the best technical products can support. "When you design digital products at H-E-B, you are designing for your family and your community. Designing how a customer selects their food and how they bring it into their home is one of the hardest and most rewarding challenges." -Mike, Chief Product Officer

## PERKS AND CULTURE

- 10% off H-E-B brand products in-store and online after 90 days
- Competitive compensation package
- A robust Benefits plan with coverage starting Day One
- Partner Guidance allows free counselor visits, up to 5 times per year for each issue
- Maternal / Paternal Leave for new parents, adoptions included
- Eligibility for 401(k) participation after 6 months
- Salaried Partners are eligible for quarterly bonuses based on company performance
- Opportunity to become a "Partner-Owner" after 12 months of employment

## EXAMPLES OF INTERESTING PROJECTS

- Be on the forefront of the retail digital transformation and develop native apps that connect the in-hand and in-store experience.
- See the entire enterprise at work and develop innovative solutions that move our products from app or desktop to door.
- Design, build, and maintain the engine that runs our business – both brick and mortar and digital – and work with cutting-edge technologies to manage the on premise and cloud solutions that keep the lights on and our business moving forward.
- Our engineers provide game-changing, technology-driven solutions that make our business run smoother and improve the lives of our Partners and Customers.

## CURRENT OPPORTUNITIES:

[CAREERS.HEB.COM/CAREERS/TECHNOLOGY/](https://careers.heb.com/careers/technology/)

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