



Care for what matters most.

We believe that when you feel supported in every part of your life, you can thrive — at work and beyond.

At AECOM, your wellbeing is a shared priority. Our benefits and wellbeing programs are more than a set of resources. It's a partnership to encourage a healthier, more fulfilled, and more resilient you, for you and your family. We're focused on four essential pillars: Physical, Financial, Emotional, and Career.

Whether you're facing challenges or pursuing big goals, the program evolves with you. It's flexible, accessible, and built with real life in mind — so you can take what's most useful, when the time is right.

Explore our benefits offered to eligible employees in Indonesia.

AECOM Indonesia benefits for your wellbeing



Group medical benefits

Your medical plan provides coverage for the following services:

- Hospitalizations
- Outpatient clinical and specialist consultations and treatment
- Maternity benefits
- Health screenings

Your immediate family members also receive coverage for some of these benefits.



Time off and leaves of absence

In addition to public holidays, such as Hari Raya, you have benefits for paid leaves, including education/examination leave, marriage leave and compassionate leave. You also are eligible for parental leave when you need time away from work to focus on your family. This includes time off to accompany your child on their first day of school.



Professional membership subscription

To support your professional growth, AECOM covers the fees for two job-related professional bodies' membership fees per calendar year.



Group dental benefits

Through your dental benefits, you receive coverage for routine dental checkups, regular cleanings and specialist treatments.



Group optical benefits

Your optical benefits provide coverage for frames and lenses as well as treatment from eye specialists.



New hire buddy program

When you are new at AECOM, you will be partnered with a buddy who will help you acclimatize to AECOM culture, people, processes and environment.



Group life and personal accident insurance

You are automatically enrolled in company-paid life insurance, total permanent disability benefits and personal accident insurance, which includes accidental death and disability.



Freedom to grow

As an AECOM employee, under our Freedom to Grow framework, you are empowered to have greater work flexibility so as to achieve the right and healthy balance between your work and personal life.

As an important part of the AECOM global community, you also have access to a variety of benefits that promote wellbeing and help you feel your best:

Kudos

Share your appreciation for your colleagues and receive service awards for milestone work anniversaries.

Mental health

Use Koa Care 360 to help build your resilience, manage your stress and improve your mood.

Employee Assistance Program (EAP)

Get 24/7 confidential support for personal challenges and concerns. Reach out for referrals, financial and legal guidance and access to work-life resources.

Business travel

Receive protection and support on your international business travels with Crisis24 and Business Travel Accident Insurance.

To learn more about our benefits and wellbeing programs, visit benefits.aecom.com

AECOM benefits are governed under the rules provided in the applicable plan documents and summary plan descriptions.