Competitive salaries and financial security - we know how important these are to you and your family.

Compensation

- **Salaries** that match the local market
- **Annual salary review** based on cost of living in your location
- **Annual Salary increase** based on annual performance review

**Insurances**

- Pension scheme / Gratuity
- Life insurance
- Comprehensive Health insurance catered to the context in which you work
- Personal accident insurance
- Business Travel insurance
Paid Leave

_We recognize you have priorities outside of work. Our flexible paid time off package gives you the flexibility you need._

- **37 Paid Holidays** including public holidays and annual leave
- **Enhanced Maternity Leave provision and pay**, up to 6 months
- **10 days of Paternity leave**
- **Family-related emergency leave**, up to 10 days
- **Sick Leave** of 15 days as a minimum at full pay

Wellness

_We care about your health and wellbeing. We offer a comprehensive health package and initiatives to support your wellbeing._

- **Mental health initiatives**
- **Counselling service**
- **Breastfeeding support**
- **Workplace healthy nutrition**
- **Global pause and Wellbeing Wednesday**
- **Covid-19**: free vaccination and PCR tests

Flexibility

- **Hybrid working**: Combination of working from home and working from the office. Most jobs have an entitlement to work remotely 2 days per week.

- **Flexible working**: Adjusted working hours and/or reduced working hours and/or location of work.
Learning & Development

GAIN is committed to developing and supporting staff through continuous learning that fosters the technical, managerial and leadership skills needed to help us realise our vision of a world without malnutrition.

- **Professional development programme and support** with part-funding for a relevant qualification
- **Study leave**
- **Training and coaching modules**
- **Cross-organisational or cross-regional project work**
- **Secondment opportunities**