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
- **Transportation allowance**: ETB 9,600 per year

Insurances

- **Pension**: GAIN contributes 11%, you contribute 7%
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Global Personal accident and disability insurance**
- **Business Travel insurance**
- **Medical allowance** also covering your dependents
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 12 public holidays, 25 days of annual leave
- **Enhanced Maternity Leave provision**, 4 months at full pay + 1 additional month at 50% pay and 1 month unpaid leave
- 4 weeks of **Paternity Leave**
- **family-related emergency leave**, up to 10 days

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**: When possible, adjusted working hours and/or reduced working hours.
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
## Medical allowance information

<table>
<thead>
<tr>
<th>Hospitalization</th>
<th>Surgery</th>
<th>Outpatient/General Medical</th>
<th>Prescription Medicines</th>
<th>Dental Care</th>
<th>Vision</th>
<th>Maternity</th>
</tr>
</thead>
</table>

All employees are entitled to receive medical care reimbursed by GAIN up to the ceiling of 1,070 USD per family and per year.