

## Included:

- Pre-departure expenses (medical, visa etc) for employee ***(and any accompanying dependants / or Partner only)***
- Pre-departure training expenses
- Travel to the programme country at the beginning of the contract and home at the end of the contract for employee ***(and any accompanying dependants / or Partner only)***
  - If you have a 12 month or 18-month contract, you are entitled to one return flight home (as determined by your country of residence) at the end of your contract for employee ***(and for any accompanying dependants / or Partner only)***.
  - If you have a 24-month contract, you are entitled to two return flights home (as determined by your country of residence), one at the end of your contract, and one mid-way through your contract for employee ***(and any accompanying dependants / or Partner only)***.
- A baggage allowance up to a maximum of €500 when taking up and leaving the post (on receipt basis) for each family member / or Partner only, up to a maximum of €2,000 in total per journey
- Accommodation for employee ***(and any accompanying dependants / or Partner only)***.
- Your annual salary will be determined by the amount of experience you demonstrate in relation to the position you are offered
- A non-contributory pension scheme (7.5%) or cash in lieu
- Group Health, Personal Accident and Business Travel Insurance for employee
- Life assurance for Concern employee only
- Six weeks holiday per annum
- Concern will provide a school fee allowance for up to three children (up to and including 18). A total of 75% of school fees to a maximum of €9,000 will be paid per child

Any offer is subject to

- a. satisfactory medical report from a Concern appointed doctor, completion of necessary vaccinations and visa approval for employee and accompanying dependants.
- b. satisfactory references and completion of agreed pre-departure training courses for employee
- c. a probation period

