

### Included:

- Pre-departure expenses (medical, visa etc) for employee (and if applicable, any accompanying dependants)
- 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 if applicable, any accompanying dependants)
  - 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 if applicable, for any accompanying dependants).
  - 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 if applicable, for any accompanying dependants).
- A baggage allowance up to a maximum of €500 when taking up and leaving the post (on receipt basis) for each family member to a maximum of €2,000 in total per journey
- Accommodation for employee (and if applicable, for any accompanying dependants).
- 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 and accompanying dependants
- Life assurance for Concern employee only
- Five 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