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**Unaccompanied International Staff T&Cs, Grade 1-4**

**Included:**

* Pre-departure expenses (medical, visa etc) for employee.
* Pre-departure training expenses (if applicable).
* Travel to the programme country at the beginning of the contract and home at the end of the contract for employee.
  + 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.
  + 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.
* A baggage allowance up to a maximum of €500 when taking up and leaving the post (on receipt basis).
* Accommodation for employee.
* 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.

Any offer is subject to

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