



Expatriation with Triangle G H

Profiles sought

For its international missions, Triangle G H is recruiting project managers with a generalist or technical profile (particularly water, hygiene and sanitation, food security, psychosocial, educational or civil engineering), administrators, logisticians, coordinators, heads of mission and consultants.

Job offers are available on the website www.trianglegh.org under 'participate'.

Applicants are requested to send a CV and a cover letter to the following address: recrutement@trianglegh.org

Remuneration

In 2015, Triangle G H developed its compensation policy for its expatriate staff in order to better **enhance experience and the assumption of responsibility** and **offer development prospects to everyone**, while maintaining a **deliberately simplified and completely transparent salary scale**.

Salary scale

Monthly gross salaries in euros

Head of mission	from €2,300 to €2,800	According to experience in a similar position and according to the mission
Deputy Head of mission Area Coordinator Operational Coordinator	from €2,300 to €2,500	According to experience in a similar position
Sector Coordinator Logistics Coordinator Administrative Coordinator	from €1,800 to €2,300	According to experience in international solidarity
Other positions	from € 1,550 to €2,100	According to experience in international solidarity

- ✓ Which shall apply from February 1st, 2015 for the Algeria, North Korea, CAR and Sudan missions
- ✓ Which shall apply from May 1st, 2015 for the other missions

The experience acquired outside Triangle G H is valued.

The expatriate is also entitled to a seniority premium after three years of service with Triangle G H.

Status

Each expatriate staff accesses the status of salaried staff, regardless of his experience level. He signs a fixed term contract called 'd'usage', governed by French law.

Social protection and medical coverage

Expatriates leaving for more than 3 months are covered by the 'Caisse des Français de l'Étranger' (CFE) for basic social protection.

They also benefit from a complementary health insurance (refunding medical expenses at 100% of actual costs), repatriation insurance and a death and disability insurance.

These insurance costs are fully covered by triangle G H.

Expatriation conditions

Housing is provided and paid by the association.

A *per diem*, calculated in accordance with local standards of living, is paid in the field.

Rest periods are scheduled every 3 months to allow the expatriate to rest regularly. It consists alternatively of rest days offered by the association and paid leave days accumulated within the frame of the working contract.

- ✓ **Paid leaves:** after 6 months of mission, 12 months of mission, 18 months of mission etc.

The expatriate is entitled to 12 working days and the NGO covers one round trip for the expatriate to go back home.

- ✓ **Additional rest days offered:** after 3 months of mission, 9 months of mission, 15 months of mission etc.

The expatriate is entitled to 7 calendar days and a travel allowance.

Emotional / psychological support is available for some missions, to foresee potential difficulties. This support is also available following a difficult event or if the expatriate feels he needs it.

This support is provided, confidentially, by clinical psychologists experienced in the field of international solidarity.

In some cases, **benefits can be offered to the spouse and children accompanying the expatriate** in the field: social protection and medical coverage, repatriation insurance, round trips field-home, compensation for the children, contribution to tuition and child care expenses, and independent housing for the family.

Preparation for departure

Individual briefings are held at the headquarters of the association before departure. Transport and accommodation costs (when necessary) as well as meals are paid by Triangle G H. These briefings provide the opportunity to meet the headquarters team, understand the mandate and strategy of the association, be trained in internal procedures and receive the information required for the job. Additional briefings are organized upon arrival on the mission.

Triangle G H handles the applications for visas before departure and the legal procedures in the country of expatriation, and fees are paid by the association.

Departure on the mission is organized by the association. Additional baggage fees can be refunded up to €100, subject to the provision of receipts.

Medical expenses related to the departure (vaccination, medical check, establishment of a small personal first aid kit) are reimbursed.

Support measures upon return from a mission

The expatriates' health coverage is maintained after their return from mission.

A day of debriefing is proposed a few days/ weeks after return from the mission. The costs are paid by the association. This debriefing allows the sharing of experience of a mission, both from a professional and personal point of view. It also allows the discussion on the development wishes of the expatriate and on future prospects.

Triangle G H promotes internal development and supports the expatriates as much as possible throughout their professional path.

Triangle G H is a partner of the association [Résonances Humanitaires](#). This association accompanies the expatriates after their return from mission, helping them enhance their experience in international solidarity and redirect their path if they feel the need to do so.