



Expatriation with TGH

Profiles sought

For its international missions, TGH is recruiting project managers with a generalist or technical profile (particularly water, hygiene and sanitation, food security, protection, education 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 July 2019, TGH will change its compensation policy for its expatriate staff in order to **better value experience and responsibilities** and to **offer development opportunities** to everyone, while maintaining a **deliberately simplified and completely transparent salary scale**.

Salary scale – valid until June 30, 2019 - 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

Salary scale – valid from July 1st, 2019 - Monthly gross salaries in euros

Head of mission	from € 2 650 to € 3 400	according to experience in a similar position and according to the mission
Deputy Head of mission, field coordinator	from € 2 650 to € 3 150	according to experience in a similar position
Programs coordinator, sectorial coordinator, base coordinator, log coordinator, finance / HR coordinator, support coordinator	from € 2 300 to € 2 800	according to experience in international solidarity
Project manager, log manager, finance / HR manager	from € 1 900 to € 2 600	according to experience in international solidarity
Coordination assistant, project manager assistant, reporting officer, grants officer	from € 1 750 to € 1 850	according to experience in international solidarity

The experience acquired outside TGH is valued.

The expatriate is also entitled to a seniority allowance after three years of service with TGH.

Status

Each expatriate benefits from an employee status, regardless of his or her level of experience. She/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'Etranger' (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 TGH.

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 leaves 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 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 to foresee potential difficulties. This support is also available following a difficult event or if the expatriate feels he/she 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, per diem 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 TGH. 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.

Departure on the mission is organized by the association. TGH handles the applications for visas before departure and the legal procedures in the country of expatriation, and fees are paid by the association.

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, 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.

TGH promotes internal development and supports the expatriates as much as possible throughout their professional path.

TGH 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.