

# GENERAL INFORMATION: TECHNICAL FIELD MANAGERS

## Terms of Appointment

MAG is seeking expressions of interest from individuals for future Technical Field Manager roles based in our Africa programmes. These may be on a fixed term basis or permanent, dependant on the candidates' preference. These posts have unaccompanied status. All international staff may be required to transfer to other MAG overseas operations than the ones they are initially deployed to on a temporary or permanent basis as MAG offers global contracts of employment.

## THE BENEFITS PACKAGE

### Remuneration

The salary range for this post is **£45,000 - £50,648 per annum**, and the pay ranges are:

Point 1	-	£45,000
Point 2	-	£46,350
Point 3	-	£47,741
Point 4	-	£49,173
Point 5	-	£50,648

The starting salary is normally Point 1 of the scale. However, in exceptional circumstances appointment over and above point 1 may be considered. Subject to satisfactory performance, progression will be automatic with individuals getting an increment every 12 months until they reach point 4. In exceptional circumstances point 5 may be awarded to candidates clearly demonstrating that they are performing duties beyond the expectations of the job description. Salaries are fixed in sterling but we will convert to whichever currency your bank account is held. Please note that MAG cannot be responsible for any fluctuations in exchange rates during employment.

### Per Diem

MAG will also provide food and / or a per diem payment while working overseas. The average per diem payment in MAG, paid monthly in country **in addition to salary**, is circa **\$11,000 per annum**.

### Hardship Allowance

International staff deployed in MAG's recognised 'hardship' locations will receive **£2,000 per annum in addition to annual salary**.

### Annual Leave Entitlement

Annual leave entitlement starts at **6 weeks** per annum and increases with service to **8 weeks** per annum. MAG will also provide **3 flights home** from the country programme in each completed 12 month period.

### Breather Breaks

International staff in MAG's recognised 'hardship' locations will receive breather breaks in addition to annual leave. These are usually **two additional one week periods away from the programme** per year. For each of these breather breaks, **MAG will pay for a return flight** to a designated regional destination and will also provide circa **\$500 per breather break** for food and accommodation costs.

### Accommodation

All international staff will have accommodation in their programme country provided for them by MAG. This will however differ in standard dependant on the programme location. MAG will also provide accommodation whilst travelling internationally where appropriate and required.

### Insurance

MAG provides personal accident insurance, life assurance and medical and repatriation insurance for all international staff.

## APPOINTMENT

### Medical clearance

It is our duty to ensure that all MAG staff are medically fit to undertake their work. All offers of employment with MAG are therefore subject to satisfactory medical clearance. MAG uses the services of Interhealth, a UK-based travel health organisation to assess employees' health and welfare prior to deployment. Successful candidates only will be required to undergo their pre-deployment medical process. All reasonable costs will be borne by MAG.

### References

All offers of employment will be subject to the receipt of two professional references satisfactory to MAG.

**Response Instructions**

Application is by completed application support form. This document should be submitted to [humanresources@maginternational.org](mailto:humanresources@maginternational.org) as soon as possible.

**Interview Arrangements**

Most of our interviews are conducted by telephone. Please advise us of any dates that you would not be available for interview if you were shortlisted.

If you have been shortlisted you will be contacted by e-mail to confirm interview arrangements.

**OTHER TERMS****Working Hours**

Due to the nature of the role, there are no fixed hours of work.

**Probation**

The postholder would be subject to a six month probationary period.

**Pension Scheme**

There is no pension scheme for international employees.