

CANDIDATE INFORMATION SHEET

STANDARDS & TRAINING MANAGER, UKRAINE



TERMS OF APPOINTMENT

This is a permanent position beginning in as soon as possible. This post has unaccompanied status. The place of work will be Ukraine although all programme international staff may be required to transfer to other MAG overseas operations on a temporary or permanent basis.

THE BENEFITS PACKAGE

Remuneration

The total starting package for this position is **£83,880.80 GBP per annum** (approx. \$108,650.80 USD). This includes basic salary and allowances:

Basic Salary	<p>Point 1 - £63,528 per annum Point 2 - £65,112 per annum Point 3 - £66,744 per annum Point 4 - £68,412 per annum Point 5 - £70,128 per annum Point 6 - £71,880 per annum</p> <p>The appointment of an internal candidate would be made at their current scale point. Subject to satisfactory performance, progression will be automatic, with individuals receiving an increment on the 1st of the month, following the anniversary of their appointment, until they reach point 6.</p>
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Allowances:

Hardship Allowance	<p>The security environment a programme operates in can impact the physical, environmental and wellbeing conditions which are prevalent, and which affect employees working in that location. Ukraine has been designated as a 'Hardship +' location and therefore employees based there receive MAG's Hardship + Allowance and additional Hardship + Leave.</p> <p>The Hardship + Allowance is £7,000 per annum, paid with salary in monthly instalments.</p> <p>You will also receive additional Hardship leave – for further information, see below.</p> <p>The Hardship Allowance is intended, in part, to allow staff to purchase additional leave flights and have more frequent breaks away from their place of work, using the additional Hardship Leave.</p>
Cost of Living Allowance	<p>You will receive a Cost-of-Living Allowance of £7,000 per annum, designed to contribute to your daily living costs whilst working overseas with MAG. This is paid with salary in monthly instalments.</p>
Market Allowance	<p>Due to the challenging context of Ukraine, MAG has a Market Allowance in place for roles based in the Ukraine Programme. All eligible staff in Ukraine will receive a 10% uplift on their base salary. This role of Standards & Training Manager will receive that uplift and therefore the post holder will receive a Market Allowance of £6,352.80. This will be in place until 31 December 2025. The provision of the Market Allowance will be reviewed toward the end of 2025 and may be adjusted or removed based on review by members of MAG's Leadership Team. It is a non-contractual allowance at the discretion of MAG.</p>

MAG salaries and benefits are fixed in sterling and we will convert to whichever currency your bank account is held in. Please note that MAG cannot be responsible for any fluctuations in exchange rates during employment.

Allowances are reviewed on an annual basis and may change. Allowances are linked to the role or to the location of work. Changes to either may lead to allowance entitlements or levels changing.

Note that the terms and conditions advertised are based on a candidate living outside of their usual country of domicile. These may therefore differ dependent on the candidate's country of domicile.

Other Benefits



Leave Entitlement: Annual leave entitlement starts at 6 weeks per year and increases with service to 8 weeks per year. As above, Hardship + programmes receive additional leave. This will be 15 additional days per leave year.



Flights: MAG will also provide 3 unaccompanied flights home from the country programme in each completed 12-month period. As above, staff in hardship+ programmes receive an additional flight in each completed 12-month period.



Accommodation: All international staff will have accommodation in their programme country provided for them by MAG. This will differ in standard dependent on the programme location. For the majority of staff, this will be in shared accommodation with other MAG team members, with your own private bedroom. This includes rent, any tax, utilities – water, gas, and electricity - and internet. 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.



Employee Assistance Programme: MAG offers free access to an Employee Assistance Programme, provided via Health Assured / COMPSYCH providing 24/7 confidential support and expert advice on a wide range of issues.

OTHER TERMS

Working Hours: There are no fixed hours of work.

Pension Scheme: Due to the complexity of managing multiple schemes in different jurisdictions, MAG does not enrol international staff into a pension fund. However, we strongly encourage all staff to plan for the future and use whatever proportion of their salary they think is appropriate to invest in their home country or other location.