

Employee Benefits Summary

Mozambique



Introduction

As part of our commitment to employee well-being, VillageReach provides regular employees with a variety of employee benefit plans to ensure that we attract, develop, reward and retain high performance and high potential talent. We are committed to remaining consistent and market competitive. VillageReach reviews and updates benefits on a regular basis - reflective of our stewardship to the donors, our partners, and our staff. The benefits VillageReach provides help employees maintain a high quality of life—both professionally and personally.

VillageReach Mozambique offers the following core benefits



INSURANCE

- Health Insurance for employee and legal dependents that covers
 - Medical, Dental and Vision benefits
 - Outpatient and in-patient benefits
- Employee Wellbeing and Resilience Plan
- Life and Accidental Death & Dismemberment Insurance
- Bereavement pay of \$500 towards funeral and transport costs



GLOBAL ASSISTANCE & INSURANCE PROGRAM

- Medical care and hospitalization while traveling
- Evacuation and repatriation
- Emergency alert system
- Loss of luggage and other non-emergent assistance



PAID TIME OFF

- 12 national public holidays per year
- 12 days of annual leave year 1, 24 days year 2
- 12 days sick leave per year
- 60 days maternity leave
- 1 day paternity leave
- 5 days marriage leave
- Up to 3 days paid travel recovery time per trip
- Bereavement leave



AIR TIME ALLOWANCE

A communication allowance is provided after probationary period for permanent employees and upon request of management.



PROFESSIONAL DEVELOPMENT

VillageReach encourages employees to further their training and increase their effectiveness on the job by providing access to LinkedIn Learning resources, as well as, a small stipend towards enrollment in approved courses or seminars.



SALARY

[Click here to read VillageReach's Compensation Overview.](#)