

Employee Benefits Summary

Staff based in Regional Africa



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 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
- Long-term Disability Insurance



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

- National public holidays defined by country
- Annual leave defined by country
- Sick leave per year defined by country
- Maternity leave defined by country
- Paternity leave defined by country
- Up to 3 days paid travel recovery time per trip
- Bereavement leave defined by country



AIR TIME ALLOWANCE

Data/Airtime allowances may be provided to employees, based on job responsibilities.



VIRTUAL OFFICE SET-UP

Virtual staff may purchase basic equipment for their home office set-up with a maximum allowance of \$600 USD.



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 see Compensation Overview 2023