

**Global USD scales** (This is the gross annual salary. Salaries will be converted and paid in local currency dependent on location)

| Grade               | Africa (USD) | Asia (USD) | Europe/USA (USD) |
|---------------------|--------------|------------|------------------|
| A - Manual          | 6,023        | 4,628      | 32,665***        |
| B - Assistant       | 10,841       | 8,330      | 32,665***        |
| C - Officer         | 15,265       | 11,715     | 38,230           |
| D - Coordinator     | 20,083       | 16,416     | 45,330           |
| E1 - Manager        | 27,197       | 21,901     | 55,431           |
| E2 - Senior Manager | 33,424       | 27,035     | 68,423           |
| F - Head of / Lead  | 38,098       | 30,643     | 77,232           |
| G - Director        | 94,857       |            |                  |
| H - Co-CEO          | 119,394      |            |                  |

**Rates by location of ADD offices**

| Grade               | Bangladesh (BDT)* | Cambodia (USD)** | Kenya (KES) | Sudan (USD)** | Tanzania (TZS) | Uganda (UGX) | UK (GBP)  |
|---------------------|-------------------|------------------|-------------|---------------|----------------|--------------|-----------|
| A - Manual          | 411,386           | 7,037            | 803,468     | 7,985         | 16,571,535     | 23,322,635   | 25,207*** |
| B - Assistant       | 630,749           | 10,369           | 1,304,601   | 12,953        | 28,174,996     | 36,085,320   | 25,207*** |
| C - Officer         | 892,372           | 14,530           | 1,926,575   | 16,147        | 41,714,634     | 53,151,957   | 29,501    |
| D - Coordinator     | 1,263,832         | 20,226           | 2,496,098   | 22,112        | 55,326,456     | 67,233,001   | 34,981    |
| E1 - Manager        | 1,686,135         | 26,985           | 3,391,861   | 29,623        | 76,548,874     | 89,698,595   | 42,775    |
| E2 - Senior Manager | 2,087,700         | 33,310           | 4,110,706   | 36,566        | 94,491,004     | 110,722,860  | 52,801    |
| F - Head of / Lead  | 2,359,101         | 37,755           | 4,745,612   | 41,630        | 107,100,850    | 125,498,852  | 59,599    |

\*The monthly salary for Bangladesh is the figure shown divided by 12 and is exclusive of any other benefits, including employer PF contribution. Whilst a 13th month bonus is payable in Bangladesh this is not included in the annual figure

\*\* The monthly salary for Cambodia & Sudan is the figure shown divided by 13 (as a 13th month is paid) and is exclusive of any other benefits

\*\*\*Grade A and B has been set at the Living Wage for London.