

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

| Grade | Global (USD) |
|--------------|--------------|
| 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 | 421,140 | 7,037 | 805,237 | 7,985 | 16,571,535 | 23,322,635 | 26,936*** |
| B - Assistant | 645,703 | 10,369 | 1,307,474 | 12,953 | 28,174,996 | 36,085,320 | 26,936*** |
| C - Officer | 913,530 | 14,530 | 1,930,817 | 16,147 | 41,714,634 | 53,151,957 | 29,501 |
| D - Coordinator | 1,293,798 | 20,226 | 2,501,595 | 22,112 | 55,326,456 | 67,233,001 | 34,981 |
| E1 - Manager | 1,726,113 | 26,985 | 3,399,330 | 29,623 | 76,548,874 | 89,698,595 | 42,775 |
| E2 - Senior Manager | 2,137,199 | 33,310 | 4,119,758 | 36,566 | 94,491,004 | 110,722,860 | 52,801 |
| F - Head of / Lead | 2,415,035 | 37,755 | 4,756,062 | 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.