



Compensation and benefits for staff at Oslo Head Office

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| Employment contract | Head Office (HO) contracts and terms of employment are based on NRC standards and are in accordance with Norwegian laws. |
| Competitive salary | All jobs within NRC are evaluated and graded using the NRC Grade Profiling Structure. For each job grade, we offer salaries in line with the humanitarian sector - but not at the top, in the spirit of humanitarian work. |
| Benefits and allowances | Paid leave <ul style="list-style-type: none">• <i>Holidays:</i> full-time employees are entitled to 25 days per year. In addition, employees get time off on public holidays.• <i>Sick leave and sick pay:</i> the coverage is regulated by the Norwegian National Insurance Act.• <i>Maternity/paternity leave:</i> 46 or 56 weeks depending on payment level, plus a further three weeks before birth, i.e. a total of 49/59 weeks.• <i>Other:</i> possible agreements as to compassionate leave, study leave, birth, adoption, and breastfeeding. |
| | Norwegian Public Service Pension Fund: NRC has a collective agreement, which is mandatory for all staff at HO to be a member of. Two percent of your salary will be deducted from your pay for the Norwegian Public Service Pension Fund, towards your own pension. In order to be entitled to receive general pensions from Norway, you must have been a member of the National Insurance Scheme for one year. A full pension in Norway is based on 40 years of employment. |
| | Insurance: NRC covers travel (both work and leisure), medical and occupational disability insurance. |
| | Allowances: for non-Norwegians, we provide a basic relocation package. This includes one return flight, 50 kg extra luggage and one month's stay while looking for accommodation. |



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| | <p>Working schemes: as a modern employer, NRC facilitates flexible working hours whenever possible, and responds to employees who may need flexible hours or working conditions because they are in different phases of life.</p> <p>NRC has an agreement with the Norwegian Labour and Welfare Services which supports a more inclusive working life.</p> |
| | <p>Working environment:</p> <ul style="list-style-type: none">• Centrally located office facilities• Modern and highly engaging working environment• Subsidised canteen with varied dishes• Workout facilities nearby• Social events once a month• One-hour yoga class every week |