

## RA Level

### Basic Terms of Appointment, Salary and Benefits

- Basic Salary paid in US dollars, tax free.
- Contribution to Pension Fund: 5% of annual basic salary. Staff members responsible for any home country taxation.
- Housing Allowance: 175,000 Syrian Lira per year.
- Furniture and white goods provided on rental.
- Annual Leave of 30 working days
- Joining airfare by Economy Class, from home base to work location for staff member and dependent family members who will reside with the staff member at the work location.
- Car – provided and maintained free by ICARDA for official and personal use. Fuel charges will be for staff member's account.
- Economy excursion class roundtrip air ticket from duty station to your home base on an annual basis for staff member and dependent family members residing at work location.
- Insurance Plan for Life, Accidental Death & Dismemberment for staff member. The dependent members of family will be covered by a Medical Insurance Plan.
- Shipping Allowance, Maximum per Family 250 Kgs by air and 1100 Kgs. by Sea / Surface.
- Excess baggage up to 20 Kgs for staff member and 10 Kgs for each dependent family member.
- Education Benefits:
  - a) Free education for dependent children at ICARDA International school which runs Kindergarten through Grade 12.
  - b) Where dependent children study at schools off work location, an allowance equivalent to the tuition fees charged at IISA, or US\$ 6,000/ per year whichever is less, will be reimbursed by ICARDA up to Grade 12
- Employment medical checkup is required.