

## **ITEM #11.1: Salary scale**

### **Salary Scale**

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1. I-DAIR is about to launch the recruitment of a new CEO and needs to set a salary that is both attractive and internationally competitive, while remaining conservative relative to the size of the budget and of the organization.
2. The salaries of the rest of the staff have been based on the Graduate Institute salary scale, which for this type of position is not competitive. A new salary scale needs to be established.

### **Decision**

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3. The Board decides that I-DAIR will seek the services of a company to benchmark its future salary scale, including that of the CEO, provided that the fees requested for this service are reasonable.
4. It will request to benchmark the salary scales based on organisations based in Geneva, with a similar global health / global development mission, small to medium in size and if possible with an international institution status (f.ex. FIND, MPP, DnDi, GAIN, etc).
5. I-DAIR will share with the Board the outcome of the benchmarking with a proposal for a salary scale, to be approved by the Board by email by 1 December.

**Budgetary implications: CHF20'000**