

Your Well-Being Matters!

As members of the Bingham community, we believe we are called by God to serve in this ministry. We care deeply about the physical, emotional, and spiritual well-being of our staff because we believe healthy, supported people are better equipped to serve, teach, and invest in the students and families God has entrusted to our care.

For this reason, we are pleased to provide a generous support package for eligible full-time staff, designed to help care for our team and support them as they serve in Ethiopia. We want our staff to know that they are not simply here to do a job—they are valued members of our community, and we are committed to supporting them as they live, serve, and grow with us.



FULL TIME STAFF

The support package is based on one full time member of staff working for a full academic year. For a teacher this equals 22 - 24 student contact periods per week with non-contact time to be used for preparation, assessment and wider school contribution to make a 40 hour working week. For administration and other non-teaching staff, full time is equal to a 40 hour work week. Part time staff may access some aspects of the support package once they reach a 50% load.

TRAVEL ASSISTANCE:

- 1 inbound flight from your passport country at the start of your first 2 years of service
- 1 outbound flight to your passport country at the end of your first 2 years of service
- 1 round trip flight per year to your passport country thereafter

UTILITIES:

This includes electricity, water, Butagas, internet and wood for fireplaces.

TRANSPORT:

This includes usage of the fleet of Bingham vehicles up to 200km per month, fleet maintenance, fuel, insurance, and taxes.

PROFESSIONAL DEVELOPMENT:

It is Bingham's desire that staff remain at the cutting-edge of their professions and, upon finishing service at Bingham, return to their home countries well-equipped for employment. To this end a generous budget is available for full time staff members to access training and professional development. This may include maintenance of state or national teaching licenses; expansion of professional skills and qualifications or higher education. Course costs, flights and accommodations related to accessing training may be purchased with this budget.

HOUSING:

Housing is provided for staff who are maintaining a 100% load. This may be on campus or in the city, depending on availability and demand.

TUITION WAIVER:

Up to 4 children per family may receive free tuition. Admission processes apply.

ADDITIONAL FREE SUPPORTS:

Amharic language lessons, assistance with Visa and work permits and reduced fees at a partner medical facility.

WELLBEING:

Modest wellbeing reimbursement