

YOUR JOURNEY BEGINS AT STICHTING MIVA

EmploymentContract

How nice **Your first name** that we may welcome you to the position of **Your Job Title**.

 **This is your role** ▶ See Job Profile

Jouw salaris

€ 1.000,-- gross per maand based on fulltime (38 uur).
(You will receive a digital payslip)

Your position is placed in **Your Scale - Your Step**
Each year, you may progress one step until the maximum is reached.
There are indexations and in May you receive 8% holiday allowance.

Diversity, Equity & Inclusion

We value diversity, equity, and inclusion. That is why we are working to create an environment where everyone feels respected, safe, and valued, regardless of background, identity, or beliefs, while always taking individual needs into account.

Your working hours

You work **38 hours** per week.
We prefer to avoid overtime, but for our mission we are sometimes happy to go the extra mile. In such cases, you will receive time off in lieu as compensation.

Culture

We look forward to building a meaningful and rewarding collaboration with you, where we always value the Good Conversation and where you can grow with a sense of ownership, in a way that suits you and aligns with our core values of Connection, Trust, and Openness.

Allowances

When you come to our office, you will receive a **travel allowance**.

When you work from home, you will receive a **home working allowance** as well as a **home office allowance for facilities** to set up your home work place.



Your Contract - Definite

Your full name
Your address

Start Date: **Your Start Date**
End Date: **Your End Date**

If we are both still satisfied (and you have a permanent position), we will extend your contract.

Our agreements consist of this contract and

▶ **Code of Conduct**

▶ **Terms & Conditions of Employment**



The legal **notice period** applies.
It is possible that we no longer match together. In that case, we may both decide to end the contract early. The probationary period is **1 month** and ends on **End Date Probation**. Before the end of this period, we will evaluate your probationary period. We may both terminate the contract with immediate effect during the probationary period.



miva[®]
Op weg met een missie



Work-life balance

We believe a **healthy work-life balance** is important!

Hybrid working is the norm.
We appreciate it if you spend at least 50% of your time in the office, so you can connect with your colleagues for meetings, collaboration and social activities.

You are entitled to **26 days of annual leave** (based on fulltime).

In addition to **7 flexible public holidays**, you also have **3 extra** annual days off: **carnival Monday, Liberation Day and Keti Koti**.

You also get **2 wellbeing days per year** for when you might need them.

Certificate of Conduct (VOG)

Because integrity is of great importance to us and we work with vulnerable children, we ask you to provide a **Certificate of Conduct (VOG) (at our expense)**.

If you are unable to provide this before the end of your probationary period, your employment will automatically end, as this is a termination condition.

Vitality & development

We believe it is important that you remain **sustainably employable** throughout your employment, which is why we pay extra attention to **vitality** and **happiness at work**.

As a **learning organisation**, we invest in training and in your personal development.

Your workplace

You work in a beautiful location at **Havensingel 26** in **'s-Hertogenbosch**, in a former monastery with a garden and a work café, conveniently located near the train station and the city centre.

If you like, you can also meet your colleagues through various social, creative, and sports groups.



Life Events

Because we share life events together, we take time to reflect on special occasions and mark them with a **gift policy**.



Your pension

We take care of your pension together through



Pensioenfonds Zorg & Welzijn (PFZW).

Participation is mandatory, we pay 60% of the pension contribution and you pay 40%. In addition, we each pay 50% of any WIA excess pension premium.



Are you ill?

When you are ill or unable to work?
We guide and support you, with attention to what you need.



Do you agree with this contract?
Then join us on our journey!

EMPLOYER

Name Director

Date, 's-Hertogenbosch

EMPLOYEE

Your name

Date, Your city

MIVA. On the move with a mission

In many countries, basic services like healthcare and education are out of reach for the most vulnerable.

Fortunately, there are local people who are committed to helping others. It is our mission to support these individuals with essential means of transport, communication, and sustainable energy solutions. And in doing so, offer hope for a better future.

miva[®]

Op weg met een missie