



## Salary Ranges for Staff at the International Coalition of Sites of Conscience

As a global human rights organization working in over 65 countries, the International Coalition of Sites of Conscience (the Coalition) recognizes that its staff is at the heart of the organization's substantial impact around the world. Dedicated, diverse and wholly accomplished in a wide range of fields, including memorialization, museum studies, civic engagement, human rights and transitional justice, Coalition staff members make a direct and concrete difference in the lives of thousands of people every year. To support this exceptional team, while balancing the financial challenges familiar to most non-profit organizations, the following salary ranges have been developed and are regularly reviewed to ensure they are fair, competitive, and transparent. Salaries for each staff position at the Coalition fall at a point within these ranges, though the full range may not be budgeted for every new hire. Applicants for staff positions with the Coalition may use these scales as a guide when considering opportunities to join the team, while full compensation packages will be discussed as part of the interview process.

Interns	< \$24,000
Assistants	\$24,000 - \$45,000
Associates/Officers	\$45,000 - \$60,000
Managers/Sr Managers	\$60,000 - \$90,000
Directors	\$90,000 - \$140,000
Sr. Directors/Executive Director	\$140,000+