EEB Salary Scale and explanatory note

Version 1 August 2026

What are we trying to achieve?

We are committed to a fair and transparent system of pay across the EEB that balances the need for financial rewards and recognition with the confines of the non-profit sector. The EEB is fully committed to equal pay for equal work, the recognition of experience, strong performance and seniority in the organisation, to non-discrimination in recruitment and pay practices, and to avoiding any gender pay gap.

Payment of employees is an important part of any organisation's strategy and staff members are the EEB's most valuable resource. This salary policy is a key element within a wider system of rewards through salary, monetary and non-monetary benefits, fair and attractive working conditions, a friendly, supportive and inclusive work environment as well as opportunities for professional development and training.

The EEB's Salary Policy needs to:

a) Contribute to the effective delivery of the EEB's Long-Term Strategy and Annual Work Programmes by

- recognising the importance of staff to the organisation;
- focusing on observable skills, knowledge and behaviours acquired through education and training as well as experience over time;
- reinforcing positive and effective contributions and strong performance.

b) Attract and retain motivated and skilled staff by

- offering sufficient pay for the attraction, retention and motivation of skilled staff ensuring comparability within the non-profit sector;
- matching the salary policy with a range of monetary and non-monetary benefits, e.g., a pension scheme and paid extra-legal leave.

c) Respect the organisation's limited resources by

- being realistic in relation to the organisation's budget and the confines of the non-profit sector;
- making use of legitimate ways of reducing the tax burden, e.g., offering lunch vouchers and a teleworking allowance;

d) Ensure fairness by

- making processes and all related policies transparent and applying them consistently;
- recognising there may be exceptions for exceptional circumstances.

1. EEB SALARY SCALE EFFECTIVE FROM 1 February 2026

Please note: All salaries are monthly gross salaries before tax.

Effective 1 August 2026

Level	II	III	IV	V	S VI	T VII	E VIII	P IX	S X	XI	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX
Secretary General	7109,96	7250,56	7393,97	7540,25	7689,45	7841,64	7996,87	8155,21	8316,71	8481,45	8649,48	8820,87	8995,68	9174,00	9355,88	9541,40	9730,62	9923,64	10120,51
Deputy Secretary General	6172,63	6294,48	6418,77	6545,55	6674,86	6806,75	6941,29	7078,52	7218,49	7361,26	7506,88	7655,42	7806,93	7961,46	8119,09	8279,88	8443,87	8611,15	8781,77
Head of / Director	5352,47	5457,92	5565,47	5675,18	5787,09	5901,23	6017,65	6136,41	6257,54	6381,09	6507,11	6635,65	6766,76	6900,50	7036,91	7176,05	7317,97	7462,73	7610,38
Manager	4649,47	4740,86	4834,08	4929,16	5026,14	5125,07	5225,97	5328,89	5433,86	5540,94	5650,16	5761,56	5875,19	5991,10	6109,32	6229,91	6352,91	6478,36	6606,33
Senior / Deputy Manager	3943,81	4022,68	4102,68	4183,14	4265,20	4348,90	4434,28	4521,37	4610,19	4700,80	4793,21	4887,48	4983,63	5081,70	5181,73	5283,77	5387,84	5494,00	5602,28
Officer	3226,75	3291,28	3357,11	3424,25	3492,74	3562,59	3633,84	3706,52	3780,65	3856,26	3933,39	4013,39	4092,06	4172,30	4254,15	4337,63	4422,78	4509,64	4598,23
Associate	2987,73	3047,49	3108,44	3170,60	3234,02	3298,70	3364,67	3431,96	3500,60	3570,62	3642,03	3714,87	3789,17	3864,95	3942,25	4021,09	4101,09	4181,51	4263,55

Explanatory note on Salary Scale

Grades on the salary grid

The horizontal rows in the salary grid represent the different **grades** in the organisation. Each grade is linked to **specific roles in the organisation** that come with a set of typical tasks and responsibilities as defined in the table below.

For the grades on the salary grid, the EEB **does not distinguish between policy, communications, membership and events, administrative or operational roles**, that is, for instance, all Senior Officers are paid on the same grade, as the EEB values contributions from different fields of expertise equally and all fields are equally important to the functioning and the impact of the organisation.

Associate Officer to Senior Officers and Senior Advisors are typically **non-management expert roles**, that is, these staff members are not usually lead teams and are not part of the EEB's middle or senior management. These are roles specialised in a particular area of expertise ranging from a policy area to communications, from administration to operations roles. With increasing experience – and development from an entry-level Associate role to an Officer and to the Senior Officer and eventually Senior Advisor role – staff members gradually take on responsibilities such as project management starting from supporting project management to micro and small projects at entry level to medium-sized to large, complex projects at senior level. An Officer level staff member can supervise interns (CIPs), while Senior Officers regularly line-manage other Associate or Officer level staff. Senior Officers can also lead small teams of a few people. While the roles from Associate to Officer and to Senior level are different – as laid out in the table below – typical tasks also overlap with staff members moving from one grade to the next with increasing experience and skills over time and the willingness to take on new responsibilities. For instance, all Officer roles can come with project management, fundraising or external representation tasks; however, at different levels of responsibility and autonomy.

The **Senior Advisor** role is established on the same salary grade with 'Manager' to offer long-standing Senior Officers with excellent performance, who cannot or do not want to take up manager roles, the opportunity to be promoted again and benefit from salary progression through promotion as well as a job title that reflect long-standing seniority. Senior Advisors have typically at least 15, if not 20 years or more of expertise in their specific field with very specific technical knowledge and skills. A Senior Advisor, while not fulfilling a management role, is expected to take up additional roles such as providing regular in-house training and skills shares with staff members, mentoring younger colleagues, leading on fundraising in their thematic area and contributing to fundraising for other EEB teams, leading on strategic advocacy advice in their area and/or contributing with their expertise to the development of the EEB strategy and horizontal development

The **middle management level** of the EEB is formed by team leads typically at Manager and Head of level. While Managers lead smaller teams (typically up to 5 staff members) and/or are building up experience, Heads of lead larger teams of 5+ people and/or have accumulated long-standing experience in their area of work.

The **senior management level** consists of the staff members who are part of the Senior Management team. Smaller Divisions with one or two teams can be led by Heads of, and Directors lead larger Divisions with several teams and/or have built up seniority in the EEB's senior management. The Deputy Secretary General and the Secretary General lead the senior management and supervise the Leads of the different divisions.