PUBLIC POLICY

Recruitment and Remuneration Policy

Organisation	Stichting Coders Beyond Borders, also operating as Coders Beyond Borders
KvK number and RSIN	92874770 and 866201348
Version	2. Replaces version 1, adopted with previous board and confirmed by the Raad van Toezicht on 30 October 2026
Adopted	By the directeur-bestuurder, with the prior approval of the RvT on 30.10.2026
Next review	Annually

1. Purpose and scope

This policy sets out how Coders Beyond Borders decides what to pay and how it fills paid roles. It covers the Raad van Toezicht, the directeur-bestuurder, staff, freelancers and volunteers. We publish it as part of our ANBI publication obligation, and because the volunteers who build CBB are entitled to know how these decisions are made.

The detailed hiring rules are set out in our internal Hiring Procedure and Controls. Where the two differ, this policy governs.

2. Raad van Toezicht and advisory board

Members of the Raad van Toezicht and of the advisory board receive no remuneration for their duties. The articles of association allow a non-excessive attendance fee for members of the Raad van Toezicht (article 10.7). On 30 October 2026 the Raad van Toezicht decided that no attendance fee is paid. Costs actually incurred are reimbursed against receipts.

3. The directeur-bestuurder

The Raad van Toezicht is the policy-determining body of the foundation. The directeur-bestuurder may be paid for the executive work of running the foundation, under an employment contract. Nothing is paid for the statutory directorship as such (article 5.4).

- The Raad van Toezicht sets the remuneration. The directeur-bestuurder is not present for the discussion and does not vote (article 13.10).
- The rate is benchmarked against the CAO Sociaal Werk and set at or below the midpoint of the relevant scale. Pay stays below the Goede Doelen Nederland maximum for directors.
- The decision records the benchmark, the rate, the contracted hours, the term, the work covered and a maximum total cost. The contract is signed for the foundation by the chair of the Raad van Toezicht (article 12.11).
- The cost must fall within the period and the budget lines of the grants that fund it. Hours worked beyond the contract are an in-kind contribution and are not paid later.
- The remuneration is reviewed with the annual appraisal (article 5.6). The amount is disclosed in the annual report and on our website.

4. Staff

We benchmark each role, then set pay at or below the midpoint of the benchmark, depending on the funding available for the work. We do not present ourselves as a market-rate employer, because we are not one yet.

- Benchmark. The CAO Sociaal Werk scales. For technical roles we also check published Dutch technology market data. A CAO scale may be used for any role, provided the rate stays at or below the market midpoint for that role. The benchmark used is recorded with every offer.
- Midpoint. The average of the lowest and highest step of the scale, or of the published market range.
- Floors. No role is paid below 80 percent of its benchmark midpoint, and nobody is paid below the Dutch statutory minimum wage. If a budget cannot carry that, we reduce the hours or leave the role unfilled.
- Terms. CBB is not bound by the CAO Sociaal Werk and uses it as a benchmark only. Salaries are administered under sector 45 (zakelijke dienstverlening). Holiday pay is the statutory 8 percent. CAO arrangements such as the individual choice budget (IKB) apply only if a contract provides for them. Any pension arrangement is set out in the contract.
- Review. Pay is reviewed each year and whenever a role is renewed under new funding.

5. Contracts and freelancers

An employment contract is the default. A freelance agreement is used only where the work is genuinely project-based and the contractor works independently for several clients. A freelance rate is capped at the full employer cost of an equivalent employee: the benchmarked gross rate plus holiday pay, employer charges and pension.

6. Volunteers

Volunteering at CBB is unpaid. We do not use the Dutch untaxed volunteer allowance. Costs actually incurred are reimbursed against receipts. Volunteer hours given before a paid engagement are not compensated afterwards.

7. Bonuses, severance and expenses

CBB pays no bonuses or other variable pay, and no payment is linked to surplus, turnover or fundraising results. On termination no severance is paid beyond the statutory transition payment (transitievergoeding). Expenses are reimbursed against receipts. Claims from the directeur-bestuurder are approved by the chair of the Raad van Toezicht or a member it designates. Nobody receives a dividend or any private distribution from the foundation.

8. How we hire

- Volunteers first. When a paid role opens, we consider CBB volunteers with the required skills before we look outside.
- Merit. Selection criteria are written down before applications open and are not changed afterwards. The same criteria apply to internal and external candidates.
- Openness. Every vacancy note states the pay range for the role.
- Equal opportunity. We select without regard to nationality, migration background, gender, age, religion, disability or any other protected characteristic.
- Related parties. Hiring a family member, partner or business associate of the directeur-bestuurder needs the prior approval of the Raad van Toezicht.

9. Governance

This policy is adopted by the directeur-bestuurder with the prior approval of the Raad van Toezicht, and every amendment follows the same route. It is reviewed once a year. Where a funder requires a collective labour agreement or its own conditions for a role, those apply to that role.