Our Compensation Philosophy: Supporting a Thriving Global Team

The Humanitarian OpenStreetMap Team (HOT) operates at the intersection of technology, community-driven development, and humanitarian action. As a global organization with contributors and staff spanning diverse geographies and cultures, our compensation philosophy has evolved to reflect its commitment to equity, sustainability, and organizational growth. The foundation of our compensation policy is grounded in the core principles of

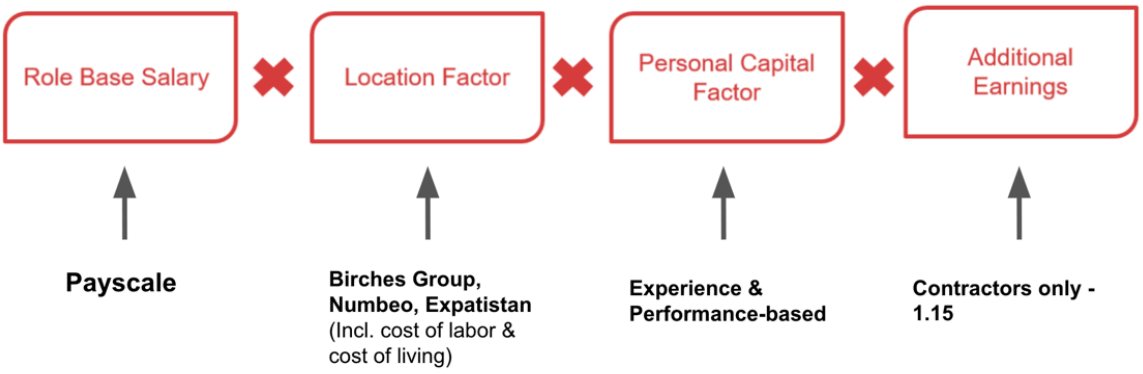
- **Equity** regardless of their geographies, while considering the localization factor.
- **Transparency** by sharing clear communication about salary structures and policies to build trust among staff and in the sector.
- **Recognition and acknowledgement** of skills, expertise, and contributions that each individual brings to HOT.

Evolution of HOT's Compensation Framework

At HOT, our compensation philosophy reflects our commitment to equity, transparency, and the empowerment of our global team. Our approach prioritizes fair and competitive pay, considering the diverse contexts where our team members live and work. By linking compensation directly to our mission and organizational goals, we strive to create an environment where everyone feels valued and motivated to advance mapping and community-driven solutions for underserved areas.

HOT's compensation philosophy evolved from 2018 to 2022 to align with shifting environmental factors and organizational growth. In 2018, amid challenges like limited funding and job security, HOT prioritized equity, consistency, and transparency while offering salaries below the labor market median to attract values-driven staff. By 2020, with stable long-term funding and deeper labor market insights, the philosophy shifted to meeting the NGO sector median while balancing current and future financial sustainability. By 2022, HOT's approach expanded further to emphasize workforce equity, well-being, and holistic support, maintaining transparency and striving for competitive compensation within available resources.

HOT's Salary Framework



Apart from Salary component, the current package includes:

- Healthy staff allowance or medical insurance
- Paid Time Off
- Contractor differential
- Flexible Public Holidays
- Home office allowance
- Equipment allowance
- Book stipend
- Learning & development opportunities
- Coaching from the Humanitarian Coaching Network
- Wellbeing initiatives

Our Commitment to Fair and Evolving Compensation

At HOT, we are dedicated to fostering a fair and equitable workplace. Here's how we're driving meaningful change:

- **Advancing pay equity:** Partnering with the Inclusion and Equity (I&E) Committee, we commit to conducting pay equity analyses and implementing procedures to address disparities.
- **Addressing inequalities:** We pledge to identify and resolve any pay inequities across our organization.
- **Equipping managers:** Managers will be empowered to confidently communicate our compensation philosophy and salary strategy.
- **Investing in growth:** We prioritize staff development through upskilling opportunities, career growth pathways, and continuous learning.

Recognizing the dynamic nature of global compensation trends, we are committed to regularly reviewing and refining our strategy and framework to adapt to evolving needs—for both our employees and our mission.