



Albert Schweitzer
Albert Schweitzer Stiftung
für unsere Mitwelt

- Staff can use 5-15% of their time for professional development (needs to be relevant for their current or future roles).
- We encourage our team to make time for this (i.e. to make sure their plates aren't too full for meaningful professional development).
- Topics for professional development are decided by staff and their managers.
- We document the processes and do post mortems.
- Team members can take full days or several days in a row off for their professional development. If the managers agree, this can go on top of the 15% of development time.
- We cover 500 € per year per team member. Higher costs can also be covered after a short discussion with the COO.
- Volunteers are generally not included in this policy as they receive a high amount of training internally + federal volunteers seminars. Volunteers can be included in this policy, if we've agreed they'll be hired after their volunteer time.