

RIPE Chair Remuneration

Date: 03 February 2025
Version: 2.0 (Final)
Created by: Carolien Vos (CHRO)

Purpose	1
Principles	1
Options for Employment	2
RIPE Chair position	2
Vice Chair	2
Remuneration	3
Q&A	4

Purpose

The community wishes to be sure that the RIPE Chair and Vice Chair are able to put in the necessary effort for their roles and to stay clear of undue influence, whether actual or perceived. RIPE 767: [RIPE Chair Remuneration Principles](#)

The purpose of this document is to provide clarity on the options with regards to employment and remuneration, to ensure having suitable financial resources available for both roles and at the same time ensure the independent nature of the roles.

Principles

- The employment relationship and remuneration is in accordance with applicable legislation.
- The remuneration offered is in line with the market value of the position, with the RIPE NCC job matrix and salary framework as a reference.
- The final remuneration offer is based on relevant experience, skills and competencies of the candidate.
- The RIPE Chair position is identified as a full-time position.
- The Vice Chair position is identified as a part-time, 20% position.
- Options as discussed by the [RIPE NCC Executive Board in meeting EB#179](#)

Options for Employment

RIPE Chair position

The RIPE Chair position is identified as a full time position.

Resident of the Netherlands	Resident outside the Netherlands
Employment agreement with the RIPE NCC - RIPE NCC functions as a payroll provider.	Employment via Employer of Record company Remote. Remote is the employer and payroll provider.
Employment agreement in line with Dutch employment law.	Employment agreement in line with employment law of the country of residence.
The employment agreement has a special clause stating that there is no line of authority to ensure the independence of the RIPE Chair.	Independence is already ensured in the Remote standard employment agreement.
Remuneration based on Dutch benchmark data.	Remuneration based on local benchmark data, with the salary principles of RIPE NCC as reference.
Secondary benefits in line with RIPE NCC staff.	Secondary benefits in line with local employment law and principles of RIPE NCC NL benefits.

Vice Chair

The Vice Chair position is identified as a part time position of 20%.

Options:

- Employment Agreement or Employer of Record as described above, but then with a 20% contract.
- Alternatively: a Part Time consultancy agreement
 - Part-time consultancy is possible, combined with other assignments. Full-time consultancy is not possible; Dutch tax authorities are becoming more strict when it comes to potential hidden employment.

Remuneration

The reference is the RIPE NCC salary framework based on Mercer Benchmark data.

Position	Contract Percentage	Equivalent Position within RIPE NCC.	Salary scale and midpoint based on 2025 salary scales
RIPE Chair	80% - 100% contract	C-Level within the RIPE NCC	Pay Scale IXb Gross salary scale with midpoint of EUR 195.607 based on full-time employment and depending on experience.
Vice Chair	20% contract	Department Lead - Core (Middle Management) level within the RIPE NCC	Pay Scale VII Gross salary scale with midpoint of EUR 109.151 based on full-time employment and depending on experience.

Q&A

Question	Response and Why?
Is a full-time Consultancy Agreement possible?	Not possible: The Dutch tax authorities will increase their controls on hidden employment related to long term full time consultancy.
Is a part-time Consultancy Agreement for the RIPE Chair possible?	Negative advice: A part-time consultancy agreement needs to go together with assignments with other companies, and this is a potential risk for the independent nature of the RIPE Chair.
What if the selected person(s) wish to have a contract through their own company, maybe even a personal company?	Negative advice: If it will be consultancy via their existing employer, that employer functions as the payroll company which would impact the independence of the RIPE Chair and potentially create a conflict of interest. RIPE NCC receiving invoices from this other company would create a very complex situation where the RIPE NCC has no insights into what the invoice is based on. When someone is an entrepreneur, this can only be part-time because other assignments need to be there to avoid hidden employment. These other assignments could result in a conflict of interest.