



Employer Value Proposition

At St. Olaf College, we offer more than just a job – we provide a dynamic and inclusive environment where you can thrive both personally and professionally. Here's why St. Olaf College is not just a workplace, but a community where you can make a meaningful impact:

- **Generous Benefits:** In addition to St. Olaf College's robust medical, dental, vision, and leave benefits, you can secure your future with our generous retirement benefits. St. Olaf College offers a 403(b) retirement plan matched up to 9%, providing eligible employees with a valuable opportunity to save for retirement while enjoying the peace of mind that comes with employer matching contributions. St. Olaf College also offers a partial tuition waiver of up to 80% reduced tuition for dependent children of faculty and staff.
- **Inclusive Community:** Be part of a diverse and inclusive community where every voice matters. St. Olaf College celebrates the richness of different perspectives, backgrounds, and experiences, fostering an environment where everyone feels a sense of belonging.
- **Equity and Inclusion:** Contribute to our ongoing efforts to promote equity and inclusion on campus and beyond. St. Olaf College is committed to advancing social justice and dismantling systemic barriers through education, dialogue, and action.
- **Continuous Learning & Growth:** St. Olaf College is renowned for its rigorous academic programs and a culture that encourages lifelong learning and growth. Eligible employees, their spouses, and retirees of the college are able to take one course credit per term at St. Olaf, up to a maximum of two course credits per year, at no charge.
- **Work-Life Balance:** St. Olaf College recognizes the importance of taking care of our employees' physical, emotional, and mental well-being, offering resources and programs to help you thrive both personally and professionally such as our Employee Assistance Program, no-cost employee gym membership, a personal choice day in addition to core holidays off, flexible work arrangements, summer hours, and many more.
- **Beautiful Campus:** Immerse yourself in the stunning natural surroundings of our campus, nestled in the picturesque town of Northfield, Minnesota. From scenic walking trails to historic architecture, St. Olaf College provides an inspiring backdrop for both work and leisure.

Join us at St. Olaf College, where your talents are valued, your growth is nurtured, and your contributions make a difference in shaping the future of higher education.