

Date: [Insert Date]

Between: [Your Company Name] ("Agency")

And: [Client Company Name] ("Client")

Specialized Role Contingency Search Agreement

This agreement outlines the terms and conditions under which Agency will provide recruitment services to Client for the specialized role of: **[Insert Job Title]**.

1. Scope of Services

Agency will source, screen, and present qualified candidates for the specified specialized position. This search is conducted on a non-exclusive, contingency basis.

2. Professional Fee

Client agrees to pay Agency a placement fee if a candidate introduced by Agency is hired by Client within [12] months of the initial introduction. The fee shall be **[Insert Percentage]**% of the candidate's total first-year annual base salary.

3. Payment Terms

The placement fee is earned upon the candidate's start date. Agency will issue an invoice on the candidate's first day of employment. Payment is due within **[Insert Number]** days of the invoice date.

4. Replacement Guarantee

If the hired candidate leaves or is terminated for cause within **[Insert Number, e.g., 90]** calendar days of their start date, Agency will conduct a one-time replacement search for the same position at no additional cost. This guarantee is valid only if the original invoice was paid in full by the due date.

5. Confidentiality

Client agrees to keep all candidate information and resumes provided by Agency strictly confidential. Client shall not share candidate details with third parties without Agency's written consent.

6. Term and Termination

Either party may terminate this agreement at any time with written notice. Termination does not affect fees owed for candidates introduced prior to the termination date.

Accepted by:

For [Client Company Name]

Name: [Insert Name]

Title: [Insert Title]

Date: [Insert Date]

For [Your Company Name]

Name: [Insert Name]

Title: [Insert Title]

Date: [Insert Date]