

Date: [Insert Date]

Between:

[Agency Name]
[Agency Address]
[City, Country]
(The "Agency")

And:

[Client Company Name]
[Client Address]
[City, Country]
(The "Client")

1. Scope of Agreement

This agreement sets forth the terms under which the Agency will provide international recruitment services to the Client on a contingency basis for the position of [Job Title/Reference].

2. Contingency Basis

The Client is under no obligation to pay any fees unless a candidate introduced by the Agency is formally hired and commences employment with the Client or its affiliates within [Number] months of the initial introduction.

3. Placement Fee

The placement fee shall be [Percentage]% of the candidate's total first-year gross annual compensation. This compensation includes base salary, guaranteed bonuses, and overseas allowances, but excludes discretionary bonuses or relocation reimbursements.

4. International Costs

The Client agrees to be responsible for all costs related to:

- Visa and work permit processing fees.
- International airfare and relocation packages for the candidate.
- Mandatory local legal compliance costs.

5. Payment Terms

The placement fee is earned on the candidate's first day of employment. The Agency will issue an invoice on the start date, which is payable by the Client within [Number] days via [Wire Transfer/Bank Method] in [Currency].

6. Replacement Guarantee

If the candidate voluntarily leaves or is terminated for cause within [Number] days of their start date, the Agency will seek a one-time replacement for the same position at no additional service charge, provided all original invoices were paid on time.

7. Confidentiality

All candidate CVs and information provided by the Agency are confidential. If the Client refers a candidate to a third party who subsequently hires that candidate, the Client remains liable for the full placement fee.

8. Governing Law

This agreement shall be governed by and construed in accordance with the laws of [Country/State].

Authorized Signatures:

For [Agency Name]:

Name/Title:

For [Client Company Name]:

Name/Title: