

GLOBAL TALENT SOURCING COMMISSION AGREEMENT

Date: [Insert Date]

Between:

The Company: [Insert Hiring Company Name]

Address: [Insert Company Address]

And:

The Recruiter: [Insert Agency or Individual Name]

Address: [Insert Recruiter Address]

1. Scope of Services

The Recruiter is engaged to identify, screen, and introduce qualified candidates for global positions as requested by the Company. The Recruiter operates as an independent contractor.

2. Commission and Fees

The Company agrees to pay the Recruiter a commission fee of [Insert Percentage]% of the candidate's first-year gross annual base salary. This fee is applicable only if a candidate introduced by the Recruiter is hired within [Insert Number] months of the initial introduction.

3. Payment Terms

Invoices shall be submitted upon the candidate's official start date. Payment is due within [Insert Number] days of the invoice date. All payments shall be made in [Insert Currency].

4. Replacement Guarantee

Should the hired candidate resign or be terminated for cause within [Insert Number] days of their start date, the Recruiter shall provide a one-time replacement for the same position at no additional cost. If no replacement is found within [Insert Number] days, a credit or refund of [Insert Percentage]% will be issued.

5. Confidentiality

Both parties agree to maintain the confidentiality of proprietary business information and candidate personal data in accordance with applicable global data protection laws (e.g., GDPR).

6. Governing Law

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

Signatures:

For the Company:

Name/Title: [Insert Name/Title]

For the Recruiter:

Name/Title: [Insert Name/Title]