

Date: [Insert Date]

Between:

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

And:

[Client Name]
[Client Address]
[Country]
(The "Client")

Subject: International Placement Fee Agreement

This agreement sets forth the terms and conditions under which the Agency will provide recruitment services to the Client for international placements.

1. Scope of Services

The Agency agrees to source, screen, and present qualified candidates for the position of [Job Title/Category] as requested by the Client.

2. Placement Fee

The Client agrees to pay the Agency a placement fee of [Percentage]% of the candidate's first-year gross annual compensation, including base salary and guaranteed bonuses.

3. Payment Terms

The fee is payable within [Number] days of the candidate's start date. All payments shall be made in [Currency] via [Wire Transfer/Other Method]. The Client is responsible for any applicable local taxes or international bank transfer fees.

4. Guarantee Period

Should the candidate's employment be terminated by either party within [Number] days of the start date, the Agency will provide a one-time replacement for the same position at no additional cost, provided all original invoices were paid on time. This does not apply to redundancy.

5. Candidate Ownership

The Client agrees that any candidate introduced by the Agency remains the Agency's referral for a period of [12/24] months. If the Client hires the candidate in any capacity during this period, the full placement fee remains due.

6. Confidentiality

Both parties agree to keep the terms of this agreement and all candidate data strictly confidential in accordance with international data protection laws.

7. Governing Law

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

Authorized Signatures:

For the Agency:

Signature: _____

Name: [Print Name]

Title: [Title]

For the Client:

Signature: _____

Name: [Print Name]

Title: [Title]