

Recruitment & Selection Agreement

Recruitment & Selection: General Terms

1. This service offered by Ontology of Value concerns assistance in searching for open positions, applying for jobs, and preparing for job interviews. We guide our clients throughout the process, all the way until they settle in their new job. The assignment is successful when the contract gets signed.

Method

2. We understand that to enjoy your job and thrive as a professional, you need to find a place where you can use your core competencies, work according to your natural working style, play the role that best fits your natural potential. Where you are surrounded by people who share your values and beliefs and you have space to grow. Therefore, we always start the process from a coaching session in which we establish the client's needs and long-term plans and determine their personal strengths.
3. We use the Ontology of Value method (Bielczyk, 2021) to build your professional ID, namely, determine your core competencies, find the scope of roles in which you can thrive, and choose the right direction in the job market.
4. We help you search for the job offers that are the most appropriate for you and teach you how to effectively network.
5. We help you draft your application documents, present yourself best at the job interviews, and negotiate your salary.
6. After signing the contract with your new employer, we will stay in touch with you! You will be offered 4 extra coaching hours (within 3 months from the day of signing the contract) which you can use to get advice on how to better adapt to the new environment, build your name, and plan your first promotion.

Discretion

7. Your details will be treated in discretion and will never be provided to third parties without your written permission. Our GDPR policy is available on our website.

Fee & conditions

8. Ontology of Value works on the basis of a 'no cure no pay' principle, whereby the client only owes a fee if the assignment to the new job is successful (see article 1).
9. The Ontology of Value fee is 5% of the gross annual income of the candidate (based on a 40-hour working week, including holiday pay) + VAT.
10. The fee will be 100% invoiced on the date of acceptance of the employment contract by the client. The client can choose to pay the whole amount within 14 days or pay the fee in 6 monthly installments instead.
11. Unless the client has made an express reservation in advance, the fee is also due if the candidate introduced by Ontology of Value turns out to be known to the client to a greater or lesser extent through an application or otherwise.

Guarantee

12. Ontology of Value offers a warranty period of one calendar month. If the client is no longer employed within this first calendar month after signing the contract, Ontology of Value will help the client find another position without charging a fee. If Ontology of Value does not succeed in placing the client within the period of 6 months, the client will receive a credit invoice worth 50% of the original fee.
13. The guarantee scheme does not apply if the candidate is no longer employed by the employer due to causes related to reorganization, job content, mergers / acquisitions, departure of the direct supervisor, suspension of payments, or employer's bankruptcy.
14. The actual conclusion of an employment contract with the client as well as the content of the agreement is the responsibility of the employer. Ontology of Value is in no way liable for shortcomings of and/or damage caused by the client.

The undersigned parties declare that the collaboration between {{client name}} and Ontology of Value starts today!

Date: {{date}}

The Ontology of Value's Owner {{client name}}

Natalia Bielczyk, PhD

Op al onze offertes, overeenkomsten en opdrachtbevestigingen zijn onze Nederland ICT Voorwaarden van toepassing.