

Ruby on Rails Jobs – Sales Conditions

I. Definitions

Client: Any company using RubyOnRailsJobs (“the Service Provider”) to source and hire candidates.

Candidate: Any person introduced to the Client by RubyOnRailsJobs through the platform, email, phone, or any other communication channel.

Fees: The amount payable by the Client to RubyOnRailsJobs for the successful placement of a Candidate.

II. General Conditions

By signing this document, the Client accepts these Sales Conditions for a duration of one (1) year.

III. Fees

The recruitment fee is set at **18%** of the Candidate’s annual gross base salary.

This amount is exclusive of VAT and payable in Euros (€).

Fees become due when:

1. The Client hires a Candidate introduced by RubyOnRailsJobs.
2. The Candidate commences employment or contractual engagement with the Client.

IV. Payment

Fees are invoiced on the Candidate’s first day of employment.

Payment is due within **14 days** of the invoice date, by bank transfer or any other agreed payment method.

All fees are non-refundable, except as provided under the Guarantee in Article V.

V. Guarantee

If the Candidate’s employment is terminated by either party within **90 calendar days** of their start date, RubyOnRailsJobs will, at no additional cost:

- Provide a replacement Candidate for the same role, subject to availability, or
- Apply a proportional credit toward a future search.

This guarantee is valid only if:

- The Client has complied with all payment terms.
- The termination is not due to redundancy, business closure, or material change in job conditions.

VI. Candidate Information

RubyOnRailsJobs endeavours to provide accurate and complete information on Candidates but cannot guarantee its accuracy.

RubyOnRailsJobs accepts no liability for any act, omission, error, or failure by the Candidate after employment begins.

The Client agrees to treat all Candidate information as **strictly confidential**, including the fact that they are seeking employment.

VII. Confidentiality

Both parties agree to keep strictly confidential all information shared under this agreement.

Candidate names and details shall not be disclosed to third parties without prior written consent.

This agreement takes effect upon signature.

VIII. Governing Law and Jurisdiction

These Sales Conditions are governed by **French law**.

Any dispute shall be subject to the exclusive jurisdiction of the **Commercial Court of Lyon, France**.

Company name:

First name / Last name:

Location:

Date: / /

Signature: