**CONTINGENT SEARCH AGREEMENT**

This Agreement is made and entered into by and between:
**Steadman & Chase Ltd**, a company incorporated in England and Wales (**Company No. 16360741**), with its registered office at **86–90 Paul Street, London, EC2A 4NE** (the “**Agency**”),

AND

**[Client Name]**, a company incorporated under the laws of England and Wales, with its principal place of business at **[Client Address]** (the “**Client**”).
Each a “**Party**” and together, the “**Parties**”.

**1. Purpose**

**1.1** This Agreement governs the terms under which the **Agency introduces candidates** to the **Client** on a **success-only contingent recruitment basis**, where **fees are payable solely upon engagement**.

**2. Definitions**

**2.1 Candidate**: Any individual introduced by the **Agency** to the **Client** in any format (written, verbal, digital, or otherwise).
**2.2 Introduction**: The disclosure of any Candidate details sufficient to identify them, including name, CV, profile, or any distinguishing attributes.
**2.3 Engagement**: Any form of **contractual relationship** (employment, consultancy, freelance, internship, advisory, direct or indirect) between the Candidate and the Client or its affiliates within **six (6) months** of Introduction.
**2.4 Remuneration**: All **guaranteed gross annual compensation** including base salary, sign-on bonuses, guaranteed incentives, allowances, and non-discretionary cash components.

**3. Fees and Payment**

**3.1** The Agency’s fee is **[X%]** of the Candidate’s **first-year Remuneration**, **exclusive of VAT**.
**3.2** **Invoices** are raised upon the Candidate’s **agreed start date**.
**3.3** **Payment is due within thirty (30) days** of the invoice date.
**3.4** **Late payments** shall incur **statutory interest at 8%** above the Bank of England base rate, plus **fixed compensation of 2% compounded interest monthly after 60 days** and **reasonable recovery costs** under the **Late Payment of Commercial Debts (Interest) Act 1998**.
**3.5** **No right of set-off** applies against any invoice.

**4. Candidate Ownership**

**4.1** Ownership of the Candidate remains with the **Agency for six (6) months** from the date of Introduction.
**4.2** If the Candidate is engaged by the **Client, an affiliate, or referred third party** during this period, the **Agency’s fee is fully due**.
**4.3** The Agency shall be deemed the **effective cause of hire**, unless the Client proves that:
 (a) The Candidate was already known and **actively being pursued for the same role**, and
 (b) Such efforts were **clearly documented and pre-dated the Agency’s Introduction**.
**4.4** LinkedIn presence, previous passive contact, or internal CV databases **do not constitute prior knowledge**.

**5. Anti-Circumvention**

**5.1** Any attempt to **bypass the Agency**, by hiring the Candidate through another agency, direct contact, referral, or third party, within **six (6) months** of Introduction triggers **full fee liability**.
**5.2** This clause applies regardless of the **method or intermediary used** and is **non-negotiable**.
**5.3** The Client may not **use Candidate data, forward their CV, or initiate any contact** outside of this Agreement’s framework.
**5.4** This clause **survives termination** and remains **enforceable post-agreement**.

**6. Replacement Guarantee**

**6.1** If the Candidate **resigns or is terminated within six (6) months** of start date, the Agency will deliver a **replacement pipeline of candidates within five (5) business days**, subject to:
 (a) Full and **timely payment** of the original invoice;
 (b) No **redundancy, restructure, role alteration**, or **hostile workplace conditions**;
 (c) **Continued exclusive access** to the replacement search.
**6.2** The guarantee applies **once**, and **no refunds are provided**.

**7. Approved Supplier Status**

**7.1** Following the **first successful hire**, the Agency is deemed an **approved supplier** for a minimum of **three (3) years**, subject to performance.
**7.2** During this period, the Client may engage the Agency **without the need for further procurement procedures**.
**7.3** This status **automatically renews annually**, unless terminated per **Clause 14**.

**8. Confidentiality**

**8.1** All **Candidate, commercial, and strategic information** exchanged remains **strictly confidential** for a period of **five (5) years post-termination**.

**9. Data Protection**

**9.1** Both Parties shall comply with the **UK GDPR** and **Data Protection Act 2018**.
**9.2** The Agency confirms all Candidates have provided **informed consent** for data sharing and processing.

**10. Intellectual Property**

**10.1** All **CVs, candidate documents, shortlists, assessments**, and related materials are the **sole property of the Agency**.
**10.2** These may not be **stored, forwarded, or reused** outside the scope of the specific introduction without **written consent**.
**10.3** Any use beyond this scope triggers **full fee liability**.

**11. Conduct Implies Acceptance**

**11.1** In the absence of a signed copy, the Client’s act of **opening, reviewing, or engaging** with a Candidate submission constitutes **full acceptance** of these terms.
**11.2** This includes **booking interviews, initiating contact, requesting additional details, or forwarding CVs internally**.

**12. Limitation of Liability**

**12.1** The Agency’s total liability under this Agreement shall **not exceed the total fees paid** by the Client in the **preceding six (6) months**.
**12.2** The Agency shall **not be liable** for any **indirect, consequential, reputational, or profit loss**.

**13. Governing Law and Jurisdiction**

**13.1** This Agreement shall be governed by and construed under the **laws of England and Wales**.
**13.2** Any disputes shall be resolved exclusively in the **courts of England and Wales**.

**14. Termination**

**14.1** This Agreement may be **terminated by either Party with thirty (30) days’ written notice**.
**14.2** Termination does **not affect fee obligations** relating to Candidates already introduced.

**15. Survival**

**15.1** The following clauses shall **survive termination**:
**Fees and Payment**, **Candidate Ownership**, **Anti-Circumvention**, **Confidentiality**, **Intellectual Property**, **Conduct Implies Acceptance**, and **Governing Law**.

**16. Entire Agreement**

**16.1** This Agreement constitutes the **entire agreement** between the Parties and **supersedes all prior negotiations or representations**.
**16.2** **No variation** is valid unless made **in writing and signed by both Parties**.

**17. Signatures**

Signed for and on behalf of **Steadman & Chase Ltd**
Name: **Jake Cook**
Signature:

Title: **Founder & Managing Director**
Date:

Signed for and on behalf of **[Client Name]**
Name:
Signature:

Title:
Date: