

Terms and Conditions for Job Recruiting Services

Effective Date: **21 May 2023**

1. Introduction

Welcome to Lubechem Consultant's job recruiting services. These terms and conditions govern the recruitment services we provide to companies in the lubricant industry, ranging from marketing roles to management of production.

2. Scope of Services

Lubechem Consultant is dedicated to sourcing and providing the best possible candidates for various roles within the lubricant industry. Our services include identifying, screening, and presenting qualified candidates to meet your specific requirements.

3. Fees and Payment Terms

3.1 Fee Structure

Our recruitment fee is equivalent to one month's salary of the successfully placed candidate.

3.2 Payment Terms

Initial Payment: 50% of the recruitment fee is payable before the candidate's interview.

Final Payment: The remaining 50% is payable after the candidate's interview and upon acceptance of the job offer.

3.3 Payment Adjustments

If a candidate voluntarily leaves or is terminated for cause within one year of their start date, we will adjust the fee towards the recruitment of a replacement candidate.

4. Guarantee and Replacement Policy

We stand by the quality of our candidates. If a candidate fails to complete one year of employment for reasons other than company-initiated termination (layoffs, restructuring, etc.), we will provide a replacement candidate at no additional charge, adjusting the initial fee towards the new recruitment.



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5. Client Responsibilities

Job Description: Provide a detailed job description and any specific requirements for the role.

Interview Coordination: Facilitate interview scheduling and feedback.

Timely Payments: Adhere to the payment terms as outlined above.

6. Candidate Information and Confidentiality

Confidentiality: We ensure that all candidate information shared with your company is kept confidential and used solely for the purpose of recruitment.

Data Accuracy: While we strive to verify the accuracy of candidate information, we do not guarantee the completeness or correctness of all data provided.

7. Liability

Lubechem Consultant is not liable for any indirect, incidental, or consequential damages arising from the recruitment process. Our liability is limited to the fees paid for the recruitment services.

8. Termination

Either party may terminate the recruitment agreement with a written notice. In such cases, any outstanding fees for services already rendered will remain payable.

9. Governing Law

These terms and conditions are governed by and construed in accordance with the laws of India. Any disputes arising out of or related to these terms will be subject to the exclusive jurisdiction of the courts in Delhi, India

10. Amendments

Lubechem Consultant reserves the right to amend these terms and conditions at any time. Any changes will be communicated to the client in writing.

By engaging our recruitment services, you acknowledge and agree to these terms and conditions.

For any questions or further information, please contact us at:

Lubechem Consultant

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Email : manoj282k@gmail.com