

JOB MATCHING - TERMS & CONDITIONS

1. Jobortunity Hi5 Job Matching offers:

- All candidates presented are former graduates of Jobortunity who have the right skills and attitude for the job vacancy.
- Graduates with some experience (less than 2 years of work experience) and graduates with 2 – 6years of experience.
- Arrangement of job interviews between the candidates and the companies at any convenient location.
- In case of a mismatch caused by proven non-Hi5 behavior of the graduate during probation time, we offer replacement without extra charge.
- Candidates' identity is checked and Jobortunity possesses copies of official documents.

2. Jobortunity expects from companies:

- To agree upon these terms and conditions and the confirmation of Job Matching before matching is started by signing the documents.
- Not to contact the candidates directly during the Job Matching process.
- A work environment according to the Hi5 criteria*
- To communicate with Jobortunity in case the graduate(s) is not performing well in the first 3 months of probation time or is fired.
- To ensure that necessary contributions are settled (without deduction) before placement of the graduate(s).
- To pay graduate(s) salaries in accordance with the Tanzanian Labor laws (**minimum wage is TZS 175,000**).

3. Company Contribution:

- Graduates with less than 2 years of work experience, will attract a one-time fee of **TZS 150,000**.
- Graduates with more than 2 years of work experience, will attract a one-time fee of **12.5% of the full-time gross salary per year**.
- The contribution includes transport costs for the candidate(s) and responsible person in Jobortunity within Arusha and additional services such as communication costs.
- All costs, whether in or out of court, including the costs of legal assistance that Jobortunity must make due to non-compliance with the debtor's payment obligations are born by the client. Tax changes by laws and regulations will be passed on to the company as from the date of such changes.

4. Liability:

- Subject to provisions of mandatory law and in compliance with the general standards of fairness, Jobortunity is not obliged to pay any compensation for damage of any kind, directly or indirectly, to the graduates or to business or persons or the client, which damage arises because of:
- The posting of graduates to the client, even if it appears that the graduate does not appear to meet the requirements imposed by him.
- Unilateral termination of the employment contract by the graduate.

Company:

Date: _____

Signature: _____

Jobortunity

Date: / / 2023

Signature _____

JOBORTUNITY
P.O. BOX 1092
ARUSHA

** We are happy to provide the indicators or Hi5 behavior i.e., professional work attitude.*

" Educating the MIND without Educating the HEART is no Education at all. " - Aristotle

5. Job Matching Confirmation

Company Name: _____
 Company TIN Number: _____ Address: _____
 Contact Person: _____ Email address: _____
 Tel: _____ Date: ____/____/20__

6. Client is looking for:

#	Job Position/Title	Experience Required (Months/Years)	Gender (Male/Female)
1			
2			
3			
4			
5			

Job Description(s) available? YES NO Jobortunity profiles

If YES, please summarize the main job descriptions below:

#1 _____

#2 _____

#3 _____

#4 _____

#5 _____

Number of candidates to be selected for interviews: _____

Are there other agencies involved? : YES - Name _____ NO

Date of interviews: ____/____/20__

Does the client pay candidate's transport? (If its outside Arusha). YES - Amount. _____ NO

Location for conducting interviews: _____

Starting date of the Job: ____/____/20__

Probation time: YES duration of _____ NO

Job Contract - Duration of: 3 months, 6 months, 1 year, other _____

Starting Date: ____/____/20__

Salary during and after probation time: TSH _____ gross per month

Salary after probation time: TSH _____ gross per month

Staff housing & food: YES NO

Uniform: YES NO

Transport costs provided: YES NO

JOBORTUNITY
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ARUSHA

Company:

Date: _____

Signature: _____

Jobortunity

Date: ____ / ____ / 2023

Signature: _____

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7. Contract procedure/ agreements

Client agrees on terms & conditions of Job Matching.

Person responsible – client: _____

Person responsible – Jobortunity: _____

Other conditions: _____

Candidate(s) Selected

Position:

Salary:

1. _____

2. _____

3. _____

4. _____

Other (internal) information:

Company:

Date: _____

Signature: _____

Jobortunity

Date: / / 2023

Signature: _____

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