CLIP Executive Select

EXECUTIVE TALENT TERMS & CONDITIONS

These Terms apply to professionals who agree to be considered for representation through CLIP Executive Select. Participation is subject to CLIP's screening and approval. CLIP retains full discretion over which profiles are accepted and published.

1. Representation

CLIP Executive Select is a curated representation service for senior professionals, executives and scarce specialists. CLIP may present the Talent to selected companies and opportunities that CLIP considers relevant. Participation does not guarantee introductions, interviews, offers or placement.

2. Profile Creation & Approval

CLIP creates the public profile using information supplied during intake. Talent does not create the public profile independently. Profiles are anonymous by default. A name, current employer or other identifying information will only be shown publicly where the Talent has expressly approved this.

3. Accuracy of Information

Talent confirms that information provided to CLIP regarding experience, qualifications, employment history, availability, work authorization, compensation expectations and other professional details is accurate and not misleading. Talent must promptly inform CLIP of material changes.

4. Publication Period

A public profile may remain live for up to six months. CLIP may update, pause, remove or decline to renew a profile at any time. Before renewal, CLIP may reconfirm availability, profile content and representation preferences with the Talent.

5. Opportunity & Introduction Process

When a company expresses interest, CLIP will normally present the company and opportunity to the Talent first. Talent may accept, decline or request more information. CLIP will only make a formal introduction after the Talent indicates interest. Talent remains free to decide whether to proceed with any opportunity.

6. Fees to Talent

There is currently no placement fee charged to the Talent for being represented or successfully placed through CLIP Executive Select. CLIP's placement fee for permanent employment is charged to the Client. Any optional paid career, branding or advisory service requested separately by the Talent will be subject to separate agreement.

7. CLIP-Introduced Opportunities

Where CLIP introduces the Talent to a Client, the Talent agrees to keep CLIP informed of material developments, including interviews, offers and engagement. Talent shall not knowingly assist a Client in bypassing CLIP's role or fee in relation to an introduction made by CLIP.

8. Confidentiality & Professional Conduct

Talent shall treat non-public information about companies and opportunities as confidential. CLIP may also keep certain Client information confidential until appropriate in the introduction process. Talent is expected to communicate professionally and promptly regarding availability and active opportunities.

9. Consent & Privacy

Talent authorizes CLIP to store and process the professional information reasonably required to provide the service and to share relevant information with prospective Clients once appropriate consent has been given. Private documents and personal contact details will not be published unless specifically approved.

10. Withdrawal & Governing Law

Talent may request that a public profile be removed. Removal does not affect the commercial protection attached to introductions already made by CLIP. These Terms are governed by the laws of the Republic of Suriname.