Fledgling Work – Employer Terms
Last updated: 29.01.26

Please read and accept the Fledgling Work Employer Terms before continuing.

By ticking this box, you confirm that you have read, understood and agree that:

- You may communicate directly with candidates introduced by Fledgling Work
- All project fees must be paid via Fledgling Work
- Payment and engagement for project work must not take place outside Fledgling Work for the initial project
- Ongoing hourly or salaried engagements are separate to project work and may be agreed directly once a project is complete
- You agree to be legally bound by these Employer Terms

Key points

- You pay all matching and project fees upfront
- All project payments must go through Fledgling Work
- Work must be project-based, clearly scoped and time-limited
- You may communicate directly with candidates after introduction
- Fledgling Work is not an employer or recruitment agency

1. About Fledgling Work

Fledgling Work provides an introduction, matching and payment-handling service for project-based early-career work. Fledgling Work is not an employer, employment business, recruitment agency, payroll provider, or a party to the working relationship between you and a candidate.

2. Fees and payment

All matching fees must be paid upfront and are non-refundable once an Introduction has been made. All project fees must be agreed in advance, paid upfront via Fledgling Work, and relate to a clearly defined project scope.

Fledgling Work holds project fees securely and releases payment to the candidate once the agreed scope of work has been delivered in line with these Terms. You must not allow any project work to begin before payment has been made via the platform.

Fees may be subject to VAT where applicable.

3. Scope of work

All projects must be clearly scoped, project-based and time-limited, with deliverables agreed in writing before work begins. Any material change to scope, timeline or deliverables must be agreed by all parties in advance.

Projects must not be structured as open-ended, hourly, or ongoing work arrangements.

4. Interviews and selection

Fledgling Work introduces suitable candidates only. You are responsible for interviewing, selecting and assessing candidates and for determining whether a candidate is suitable for your project.

5. Definition of Introduction

An Introduction occurs when Fledgling Work connects you with a candidate or shares sufficient information to enable you to identify, contact or engage with that candidate, whether directly or indirectly.

This may include, but is not limited to, sharing a candidate's name, profile, CV, portfolio, contact details, or facilitating or arranging an interview, meeting or direct communication.

6. Payment release and disputes

Payment will normally be released once the agreed scope of work has been delivered.

If a dispute arises regarding whether the agreed scope of work has been delivered, Fledgling Work may review the written scope and evidence provided by both parties and decide whether payment should be released, withheld, or partially refunded.

Fledgling Work's role is limited to administering payment in line with the agreed scope. Fledgling Work does not guarantee the quality, accuracy or suitability of the work delivered.

7. Refunds and cancellations

Matching fees are non-refundable once an Introduction has been made.

Project fees are non-refundable once work has begun, except at Fledgling Work's discretion. Partial refunds may be issued where work has not been delivered or where a project is cancelled before completion.

8. Intellectual property

Unless otherwise agreed in writing between you and the candidate, intellectual property created as part of a project will belong to you once full payment has been released via Fledgling Work.

9. Anti-circumvention

Direct communication by email or phone between you and a candidate introduced by Fledgling Work is permitted.

Circumvention refers to any payment, engagement or project-based work being carried out outside Fledgling Work in relation to an introduced project.

You must not:

- Pay a candidate directly for any project introduced by Fledgling Work
- Engage a candidate outside Fledgling Work for the initial project
- Request unpaid work, trials or tasks outside the agreed scope

If you engage a candidate introduced by Fledgling Work outside the platform for project-based work within 12 months of an Introduction, you agree to pay Fledgling Work a circumvention fee of £1,500 plus VAT. This fee represents a genuine pre-estimate of loss and is agreed as liquidated damages.

10. Completion of projects and future engagement

Once a project introduced by Fledgling Work has been completed and paid for in full via the platform, you may choose to engage the candidate further.

Any additional project-based work, repeat projects, extensions to scope, or material continuation of project work must be agreed and paid for via Fledgling Work and will be treated as a new project.

This restriction does not apply where you choose to engage the candidate on a fixed-term employment contract, permanent employment contract, or ongoing hourly or salaried basis. Such arrangements are considered separate to project-based work and may be agreed directly between you and the candidate outside Fledgling Work.

Fledgling Work does not charge a fee for employment or non-project engagements and is not a party to any such arrangement.

11. Limitation of liability

Fledgling Work is not responsible for the work delivered by candidates or for any losses arising from the project.

To the maximum extent permitted by law, Fledgling Work's total liability to you is limited to the fees paid by you to Fledgling Work in relation to the relevant project.

12. Termination and platform access

Fledgling Work may suspend or remove your access to the platform if you breach these Terms or misuse the service. Where appropriate, Fledgling Work may withhold or delay payment in cases of suspected fraud or misuse.

13. Governing law

These Terms are governed by the laws of England and Wales. The courts of England and Wales shall have exclusive jurisdiction.