



Fledgling Work – Candidate Terms

Last updated: 29.01.26

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

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

- You may communicate directly with employers introduced by Fledgling Work
- You must not accept payment outside Fledgling Work for introduced projects
- 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 Candidate Terms

Key points

- All work is paid, project-based and clearly scoped
- You are independent and responsible for your own tax
- All project fees go through Fledgling Work
- You must deliver the agreed scope of work

1. Your status

You are an independent individual and not an employee, worker, contractor or agent of Fledgling Work. You are responsible for your own tax, insurance and legal obligations.

2. Projects and scope

All projects must have a clear written scope agreed before work begins. You must deliver the agreed scope within the agreed timeframe. Any additional work must be agreed in advance.

Projects must be project-based and time-limited and must not be structured as open-ended or hourly work.

3. Payment

Employers pay project fees upfront to Fledgling Work. Fledgling Work holds fees securely and releases payment once the agreed scope of work has been delivered.

You must not request or accept payment directly from an employer for any project introduced via Fledgling Work.

4. Definition of Introduction

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



5. Disputes

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

6. Anti-circumvention

Direct communication with employers introduced by Fledgling Work is permitted.

You must not:

- Accept payment directly from an employer for an introduced project
- Carry out project-based work outside Fledgling Work for an introduced project
- Bypass the platform to avoid fees

If you engage directly with an employer introduced by Fledgling Work for project-based work outside the platform within 12 months of an Introduction, you may be liable for a circumvention fee of £1,500 and/or removal from the platform.

7. 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 continue working with the employer.

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

This restriction does not apply where an employer offers you a fixed-term employment contract, permanent employment contract, or ongoing hourly or salaried role. Employment or non-project engagements are considered separate to project-based work and may be agreed directly between you and the employer outside Fledgling Work.

Fledgling Work is not a party to any employment or non-project engagement.

8. Termination

Fledgling Work may suspend or remove your access to the platform if you breach these Terms or misuse the service.

9. Governing law

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