

Fledgling Work – Employer Terms

Last updated: 01.10.26

These Terms are between you and Fledgling Work Ltd (company number 17314126, registered office: 23 Patterson Road, London, SE19 2LE). References to "Fledgling Work", "we" or "us" mean Fledgling Work Ltd.

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
- You will pay a £30 sign-up fee per role, plus a £30 monthly admin fee for each month a Fledgling is working with you, in addition to the project fee
- Payment and engagement for project work must not take place outside Fledgling Work within 12 months of an Introduction
- Permanent or salaried employment may be agreed directly at any time. If you employ a candidate within 12 months of an Introduction, you will pay Fledgling Work a £600 transfer fee
- You agree to be legally bound by these Employer Terms

I hereby acknowledge that I've read and understood the above content.

Key points

You pay a £30 sign-up fee per role, which covers Fledgling Work sourcing and screening candidates. This applies even if you decide not to proceed with hiring a Fledgling. Once you've selected a candidate, you also pay a £30 monthly admin fee for each month the Fledgling is working with you, on top of the project fee. Project fees are agreed once you've selected a candidate and must be paid in full before the Fledgling starts work (and before the start of each month for rolling monthly projects).

- All project payments must go through Fledgling Work
- Work must be project-based and clearly scoped, whether one-off or rolling monthly
- You may communicate directly with candidates after introduction
- A £600 transfer fee applies if you employ a candidate in a permanent or salaried role within 12 months of an 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 or payroll provider. Fledgling Work is a party to Project Agreements only in respect of introductions and payment handling, and is not responsible for the delivery of the work.

2. Fees and payment

A £30 sign-up fee applies per role and covers Fledgling Work sourcing and screening candidates on your behalf. This fee is payable regardless of whether you decide to proceed with hiring a Fledgling.

Once you have approved the brief, the £30 sign-up fee becomes non-refundable, as this is when Fledgling Work begins sourcing and screening work.

A monthly admin fee of £30 applies for each calendar month, or part month, during which a Fledgling is working with you on a project introduced by Fledgling Work. This fee is charged in addition to the project fee and covers Fledgling Work's ongoing administration, payment handling and support. The monthly admin fee is payable from the month the Fledgling begins work until the project is completed.

The project fee for each project is confirmed to you in writing by Fledgling Work before work begins and includes Fledgling Work's service fee.

Once you have selected a candidate, all project fees must be agreed in advance and paid in full via Fledgling Work before the Fledgling begins work and, for rolling monthly projects, before the start of each month. All project fees must relate to a clearly defined project scope.

Fledgling Work holds project fees securely and releases the candidate's project rate to the candidate at the end of each month, once that month's agreed scope of work has been delivered and the candidate has invoiced Fledgling Work, in line with these Terms.

Fledgling Work does not currently charge VAT on its fees. If this changes, VAT will be added at the applicable rate and Fledgling Work will give you notice before it applies.

3. Scope of work

All projects must be clearly scoped and project-based, 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 may be one-off or rolling monthly. For rolling monthly projects, the agreed scope will continue to apply each month without needing to be rewritten, unless you and the candidate agree changes in writing. Projects must not be structured as hourly work or as open-ended arrangements without a defined scope.

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 at the end of each month, once that month's 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

The £30 sign-up fee is non-refundable once you have approved the brief, including where you decide not to proceed with hiring a Fledgling.

Project fees are non-refundable once work has begun, except at Fledgling Work's discretion or where you or the candidate gives 14 days' written notice to end the project part way through a month. In that case, the project fee for that month (including the service fee) will be calculated pro rata to the work completed, and Fledgling Work will refund the balance to you. Partial refunds may also be issued where work has not been delivered or where a project is cancelled before completion.

Monthly admin fees are non-refundable for any month in which the Fledgling has begun or carried out work. If a project is cancelled, no further monthly admin fees will be charged from the following month.

8. Intellectual property

Unless otherwise agreed in writing between you and the candidate, intellectual property created in each month of a project will belong to you once payment for that month's work 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 project-based work within 12 months of an Introduction
- 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. This fee represents a genuine pre-estimate of loss and is agreed as liquidated damages. This does not apply to permanent or salaried employment, which is covered in section 10.

10. Completion of projects and future engagement

Within 12 months of an Introduction, 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.

If, within 12 months of an Introduction, you (directly or through any associated company) engage a candidate introduced by Fledgling Work in permanent or salaried employment, you agree to pay Fledgling Work a transfer fee of £600, payable within 14 days of the candidate's start date. You must tell Fledgling Work when such employment is agreed.

Once 12 months have passed since the Introduction, you are free to engage the candidate directly, on projects or in employment, outside Fledgling Work and without any fee. Fledgling Work is not a party to any employment between you and the candidate.

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 sign-up fee, monthly admin fees and project 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.