ENGINEERING LEADERS COMMUNITY

Terms for hiring through ELC

These terms cover the fee for a hire made through ELC. Everything else about packages, invoices and events is in the general terms.

Last updated 13 November 2026.

1. What counts as a hire through ELC

An introduction is a person ELC introduces to you by name and in writing, after both you and the person said yes.

A hire through ELC is an introduced person who signs an employment or contractor agreement with your company, or with a company in your group, within 6 months of the introduction.

People you meet at a meetup, a dinner or the conference without an introduction are not covered by the fee.

2. People you already know

If an introduced person is already in your hiring pipeline, tell us in writing within 5 working days of the introduction. The fee then does not apply to that person.

3. The fee

One flat €12,000 per hire, for an employee or a contractor, whatever the salary. VAT is added where it applies.

The fee is the same on every hiring option. Coffee Direct Talent reach has no upfront price, so the fee is all you pay.

A search that ends without a hire costs no fee.

4. When you pay

You tell us the start date once the agreement is signed. Marians List s.r.o., IČO 23050471, invoices the fee on the day the person starts.

The invoice is due 14 days from issue, by bank transfer in EUR.

5. If the person leaves during probation

If the person leaves, or you end the contract, during the statutory probation period, you choose one of two things: a replacement introduction free of charge, or a refund of 50% of the fee.

6. Candidates and their data

Marian asks every candidate before sharing a name with you. Candidates pay nothing.

What you learn about a candidate is confidential and is used only for your hiring decision. If you do not hire the person, delete their data within 6 months of the introduction.

7. Law and contact

These terms are governed by Czech law and disputes go to the courts of Prague. Where these terms are silent, the general terms apply.

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