

Dazzled Zebra Safari Company

Our mission

To provide lodges with outstanding ethical staff that fit into their ethos and operating basis
To place outstanding individuals into posts that improve their lives and contribute to their success and growth.

Why use us to find a lodge job?

1. We have a database of exceptional staff within exceptional establishments in the Safari Lodge industry .
2. We personally know and have contact with lodge owners and senior management in many lodges as well as have a full understanding of the operational systems and staff welfare policy of that lodge.
3. We meet your needs by finding and placing you in the most suited establishment worthy of your qualifications and experience.
4. We will ensure every package is in writing and all conditions of employment are fully explained, prior to accepting a new post.

Written Agreement of Recruitment

Entered into and concluded

by and between

Dazzled Zebra Safari Company

("the Company")

92 Crestwood Drive, Lonehill, Johannesburg

and

("the Job Seeker/Candidate")

Your CV

1. The candidate/job seeker will submit his/her CV in writing to **Dazzled Zebra**
2. The candidate shall submit truthful up to date information in his/her CV with all necessary documentation, including a verified copy of your ID and drivers license (if applicable)
3. The company will use all information submitted to produce a standard summarised version of the candidate's CV which will be forwarded to prospective Employers

Interviews

1. **Dazzled Zebra** will arrange all interviews between the Employer and the candidate.
2. **Dazzled Zebra** will correspond with both parties as to any feedback or results thereof
3. The candidate/job seeker must inform the company of any changes to any interview arrangements.
4. The candidate/job seeker agrees to notify **Dazzled Zebra** of any new offers or details not previous discussed with the Employer of candidate.
5. Candidates must be aware that interview costs are for their own accounts unless paid for by the prospective Employer.

References

1. **Dazzled Zebra** will follow up on all references supplied by the candidate
2. **Dazzled Zebra** will then attach and forward these references to the prospective Employer.
3. The candidate agrees to submit truthful accurate details of all reference contacts.

Police Clearance and Criminal records

1. The candidate/job seeker acknowledges that the Employer may request a police clearance certificate. Such costs are payable by the candidate/job seeker
2. The candidate shall reveal to the company any such information should the candidate have a criminal record.

Placement

1. A placement fee will be charged to the Employer, the day the candidate takes up his/her post.
2. **Dazzled Zebra** will verify per telephone and or email ,with the candidate, that he/she has indeed taken up the post or employment.

Guarantee periods for employer

1. Guarantee periods for the employer/client, apply to all candidates that have been successfully placed at a new lodge.
2. Guarantee periods apply and become effective when the candidate commences the new post.
3. The guarantee applies when full payment has been received for the candidate. Should the payment not be made within 21 days as stated above, the employer/client will render the guarantee invalid. The guarantee therefore does not apply.
4. Should the candidate leave the employ of the client/employer within 3 months, the refund guarantee will apply if the above conditions are met.

5. The following conditions of a candidate leaving are exempt: sale of business, retrenchment, any reason which is beyond the control of the candidate, redundancy
6. Should the candidate resign, **Dazzled Zebra** must be notified in writing within 7 days of the resignation.
7. Guarantee refunds:

1 to 30 days	75% of placement fee rebated or replacement of candidate
31 to 60 days	50% of placement fee rebated or replacement of candidate
61 to 90 days	20% of placement fee rebated or replacement of candidate

General conditions

1. The Job seeker/Candidate accepts that the information submitted to employer's is confidential.
2. Written permission from **Dazzled Zebra** is required to
 - a. Divulge it to anyone else
 - b. Contact the candidate's present Employer
3. **Dazzled Zebra** will endeavor to request a minimum of two references per candidate.
 - a. We cannot guarantee references as we rely on honest answers from previous employers.
 - b. We are unable to take references from a candidate's current employer whilst under their employment
4. While **Dazzled Zebra** endeavors to ensure the suitability of the job or post submitted, job seekers/candidates should satisfy themselves as to location of the lodge, the job description and duties, lodge management and working conditions.
5. Should any candidate/job seeker be introduced to the Employer by **Dazzled Zebra** and subsequently be employed by the Employer within 6 months of introduction, a recruitment fee will be due and payable to **Dazzled Zebra**. The job seeker/candidate agrees to notify **Dazzled Zebra** immediately of the candidate's engagement and the value of the total taxable annual gross remuneration of the candidate.
6. Should you wish to leave the employ of the Employer after the guarantee period, we request that **Dazzled Zebra** be notified so that we may assist in finding the candidate a new post and to also update our database.
7. Through signing this document you adhere to the above Terms and Conditions

Signed: _____ Date: _____

The job seeker/candidate

Full name: _____

Designation: _____

Signed: _____ Date: _____

Dazzled Zebra Safari Company

Full name: _____

Designation: _____