



Job Referral Incentive

To encourage collaboration and teamwork, we are implementing a job referral incentive where consultants who pass a job to another consultant will earn 20% of the GP generated if a successful permanent placement is made.

Rules

- This incentive is open to all recruitment consultants
- The job must be a new vacancy that has been directly obtained from a client (not just found online).
- This incentive applies to permanent vacancies only
- The consultant receiving the role must agree to take ownership of the job before proceeding
- The referring consultant must provide substantial information, including:
 - Client details and point of contact
 - Job description and salary details
 - Any client expectations or previous discussions
 - Confirmation that the client is actively hiring
- The incentive is paid only after the placement has started and as per usual commission payment rules.
- Any rebates or refunds will be clawed back through the commission paid.
- This incentive does not apply to jobs that are already on job boards.
- If the consultant does not have the capacity or want to work the role that is being referred, then the referring consultant has the right to work it
- Any disputes regarding ownership of a job must be escalated to management, whose decision will be final.

Gold Group reserves the right to modify or discontinue the incentive at any time.