

WEBSTARTED MARKETPLACE

MARKET PLACE

Essential Information
for Recruiters

WHAT IS THE MARKETPLACE?

The Webstarted Marketplace is the platform where external recruiters collaborate with us to find candidates for our clients.

All information and management is centralized in **WSHR** (Webstarted HR), our own product.

HOW DO I UPLOAD INFORMATION TO WSHR?

Through the WSHR platform or the LinkedIn Plugin:

- 1 Sign up at webstartedhr.com
- 2 Upload the candidate to WSHR with their complete information.
- 3 Download our plugin: **WebstartedHR – Recruiter Assistant**
- 4 Use the 'Contact' field in the LinkedIn Plugin when initiating contact — this renews the candidate's *age*.

RULES — CANDIDATE CONTACT

- You can add as many candidates as you want in WSHR
- You can apply a candidate to a Job Offer if they have not been contacted in the last **30 days** nor interviewed by us in the last **5 months**.

WHEN WE DO NOT CONSIDER A CANDIDATE FOR A JOB OFFER

- Uploaded by another recruiter less than 30 days ago.
- Ready status with less than 5 months elapsed.

IN SUMMARY

The scenarios where you will not be able to apply a candidate to a Job Offer:

- 1 If the candidate was contacted by us in the last 30 days (*regardless of their status*)
- 2 If they were interviewed in the last 5 months
- 3 If they are a do not contact due to a previous situation (*this status is when something sensitive happened in the past that prevents us from presenting them*)

OWNERSHIP — FOR HOW LONG?

30d

Contacted only, no interview. Applies in any status.

5m

You generated the interview → candidate in Ready status.

Once the term expires, the candidate can be taken by another recruiter.

SEARCH FEE

Commission per opening

Each opening specifies the amount: percentage of salary or fixed amount. Always visible in the offer details before you start working on it.

Payment term

Payment is made **3 months** after onboarding, counting from the effective date the candidate starts working.

GUARANTEE — 90 DAYS

Every hire requires a 90-day guarantee from the start date. If the candidate leaves within that period, **the commission is not payable**. Applies without exception.

PAYMENT

USD

Payments are made in US dollars

To be agreed

The payment method is defined with each recruiter