

Terms of Use for Career Advisory and Placement Services for Legal Talents by  
Legal Connect Recruitment  
Effective Date: 26 February 2025

Legal Connect Recruitment is a recruitment consultancy specialised in placing legal professionals in law firms. These Terms of Use govern the contractual relationship between Legal Connect Recruitment and the respective talent.

## § 1 Definitions

The following terms are used in these Terms of Use and shall have the meanings set out below. For the sake of simplicity, the masculine form is used as a generic term:

- **“Talents”**: Lawyers, tax advisors, legal assistants, and paralegals who have registered with Legal Connect Recruitment or applied for a specific position through Legal Connect Recruitment. This also includes graduates who have obtained their degrees within the EU, the EEA, Switzerland, or other countries and who either fulfil the legal requirements for a German work permit or intend to do so.
- **“Clients”**: Commercial law firms, international law firms, mid-sized law firms, boutique law firms, and other companies that have entered into an agreement with Legal Connect Recruitment for the recruitment of legal talents.
- **“Positions”**: Roles at client organisations to be filled via Legal Connect Recruitment. These include both permanent employment opportunities and project-based assignments (e.g., secondments).
- **“Placement”**: The facilitation of contact between the talent and the client with the objective of establishing either an employment relationship or a project-based collaboration. The placement process concludes when an agreement is reached between the talent and the client, or when either party declines the offer of employment or engagement.
- **“Career Advisory”**: Ongoing consultation and support provided to talents regarding their professional goals and potential placement opportunities.

## § 2 Scope of the Agreement and Services Provided by Legal Connect Recruitment

Legal Connect Recruitment exclusively offers its services to talents as defined in § 1 who are seeking employment or freelance opportunities with a client. Legal Connect Recruitment is committed to acting in the best interests of both talents and clients equally.