

EARN EXECUTIVE

Recruitment procedures

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F Greisen
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CONFIDENTIAL

Formal recruitment procedures

According to plans, EARN is going to employ people for technical work, in the first stage in Amsterdam. The job profile and requirements will be worked out by the exec member responsible for the activity, but the legal way of employment can be of different kinds. It is agreed to take one of the following possibilities:

1. Leave of absence. In case that the applicant we wish to employ is working at an institution able and willing to co-operate, an agreement could be made between that institution and EARN that the applicant would still formally be employed and paid by the institution. EARN would then refund the salary to the institution and pay any extra relocation or other fee to the applicant, but EARN would not take any legal employer's obligations apart from the agreement with the institution. This scheme could have the benefit of securing employment of the applicant if the EARN project should come to an end.
2. Employment by national institution. In case the above scheme would not be possible, the applicant could be employed by an institution or a company in the country where he is going to work, thus securing that there is an administrative knowledge of legal conditions, and EARN could by agreement refund costs to that institution or company. In this case, the term of employment would be defined by the EARN project, and thus probably on a year by year basis, since we only have one year budgets. I have had brief discussions with Digital and via Kees Neggens with SURF, which is a Dutch foundation, and both were willing to co-operate this way. In both cases, we would be rather free regarding the level of payment, since neither seems to be bound by rigid trade union levels.

It is recommend that we employ the first way described where possible and the other way when necessary, the choice between partners depending on overhead and other terms.