

# Online Developer Hiring Agreement

This Agreement is made and entered into on this \_\_\_\_ day of \_\_\_\_\_, 2025

Between:

CK-IICT PRIVATE LIMITED, a company registered under the Companies Act, 2013, having its registered office at [Company Address]  
AND

[Client's Full Name or Company Name], having its principal address at [Client Address], hereinafter referred to as the "Client".

## 1. Purpose

The Client intends to hire one or more software developers via CK-IICT's online platform. The Company agrees to facilitate such hiring.

## 2. Developer Assignment & Categories

Developers shall be assigned to the Client in one of the following categories:

Category A – Junior Developer – ₹2,000/hr: Basic coding & maintenance

Category B – Mid-Level Developer – ₹5,000/hr: Custom modules, APIs, DB work

Category C – Senior/Lead Developer – ₹10,000/hr: Architecture, DevOps, system design

The category shall be confirmed in writing before project initiation.

## 3. Duration and Hours

The developer will work remotely or as per mutually agreed terms.

Working hours, weekly availability, and deliverables will be agreed upon in advance.

Time tracking may be done via online tools or manual logs, as per Company policy.

## 4. Payment Terms

Invoices shall be generated weekly/monthly based on the number of hours worked.

All payments are to be made to CK-IICT Pvt. Ltd.

Payment due within 7 working days of invoice issuance.

Late payments may attract a penalty or suspension of services.

## 5. Developer Conduct & Oversight

Developers assigned to the Client remain employees/contractors of CK-IICT Pvt. Ltd.

CK-IICT retains the right to monitor performance, replace a developer, or take disciplinary action.

Any misconduct or breach must be reported to CK-IICT immediately.

## 6. Confidentiality & Source Code Security

All source code, documentation, and deliverables produced during the engagement are the property of the Client.

The Developer and CK-IICT shall not use, share, or retain any part of the Client's source code outside of the project scope.

All data, access credentials, and intellectual property shared by the Client shall remain confidential.

Developers are required to sign an internal NDA and IP Assignment Agreement before assignment.

## 7. Access and Infrastructure

The Client shall provide secure access (VPN, Git repository, staging servers, etc.) as needed.

CK-IICT ensures all developers use secure devices and private internet connections.

Any cloud credentials or tokens provided to developers must be revoked post-project unless otherwise agreed.

## 8. Termination

Either Party may terminate the agreement with 7 days' written notice.

Any pending dues must be settled before termination becomes effective.

In case of breach of confidentiality, the Company may terminate the engagement immediately without liability.

## 9. Liability & Dispute Resolution

CK-IICT shall not be liable for any direct or indirect loss arising from misuse of source code or data unless caused by gross negligence.

Any disputes will be resolved through arbitration in New Delhi, India, under the Indian Arbitration Act.

## 10. Entire Agreement

This document represents the entire agreement and supersedes all prior proposals, emails, or understandings.

## Signatures

For CK-IICT Pvt. Ltd.

Authorized Signatory: \_\_\_\_\_

Name: \_\_\_\_\_

Designation: \_\_\_\_\_

Date: \_\_\_\_\_

For Client

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Company (if any): \_\_\_\_\_

Date: \_\_\_\_\_