

Professionals services

for independent
professionals

Select is the largest online market place for temporary work, with thousands of assignments at hundreds of direct clients every year. The brands of HeadFirst Group use Select as a platform for assignments, contracting and invoicing.

Are you looking for an assignment or will you start on an assignment? Then we can support you with our Professionals services. This provides, among other things, rapid payment of invoices, insurance and personal development for professionals. Our Professionals services are on a no cure, no pay basis. You enjoy a large part of the benefits immediately and only pay for them when you start an assignment via HeadFirst Group. You can choose from three forms: Basic, Premium or Excellent.

Basic service

Besides Premium and Excellent we also offer a Basic service. Basic is free of charge, because you choose to arrange many things yourself. This service consists of:

- *Access to thousands of assignments*

In Select all assignments of clients of HeadFirst Group are visible to everyone. The recruiters of HeadFirst Group do not exclude anyone and are always open for personal contact.

- ***No relation/competition clause***

HeadFirst Group does not use a relation and/or competition clause. They prefer to keep things transparent and do business in an open way.

- ***Fast online contract management***

All contractual documents relating to new contracts, extensions, contract changes and terminations are available in Select.

- ***Payment of invoices: depending on the client***

With Basic service, your invoices are paid in accordance with the agreements with the client.

- ***Follow online invoice status***

Keep track of your sent invoices with the 'My invoices' overview in in Select. You can see at a glance which invoices have been paid or when a payment is scheduled for payment.

Premium service

Premium includes all the benefits of Basic. The service also includes:

- ***Payment of invoices: with 14 days***

Your invoice will be paid within 14 days of receipt. This is a lot faster than when you use our Basic service. In that case the payment term depends on the client.

- ***Make unlimited offers online on thousands of assignments***

In Select all assignments of clients of HeadFirst Group are visible to everyone. The recruiters of HeadFirst Group do not exclude anyone and are always open for personal contact. With Premium, you can offer yourself unlimited online and use already filled in data.

- ***Personal relationship manager for questions and advice***

You can contact your personal relationship manager of HeadFirst Group for advice on your resume, rate and positioning. We also go through rejections of applications with you.

- ***Discount on hundreds of courses and unlimited online learning in Select Academy***

We offer you access to Select Academy. This is the training environment with professional training courses from world-leading providers in the fields of IT, technology, finance, and others. Follow unlimited online courses, virtual labs and/or boot camps and test your knowledge by taking test exams.



Taurusavenue 18
2132 LS Hoofddorp

support@select.hr
+31 (0)23 56 856 30
www.select.hr

- ***Participation to knowledge sessions***

HeadFirst Group regularly organises events where inspiring speakers share their knowledge on a wide range of subjects. Besides, you can network and catch up with relationship managers of HeadFirst Group.

- ***Access to online knowledge bank***

The knowledge bank is the digital information source in Select with, among others Research reports, white papers and newsletters.

- ***Insurances via Alicia Benefits***

HeadFirst Group reimburses you for the costs of a professional and corporate liability insurance, concluded via Alicia Benefits. During the term of your assignment you are insured for the services you provide to the client.

In addition, cyber risk and accident insurance is well taken care of for you. You can also make use of the legal advice desk and document self-service, thanks to the cooperation with DAS. Specialists at the advice desk are ready to answer all your legal questions and issues, and with the document self-service you can have your legal documents in order in no time.

- ***Reimbursement of screening costs***

Does the client request a Pre-Employment Screening (PES) or a Certificate of Good Behaviour (VOG)? HeadFirst Group reimburses these costs

Excellent service

Excellent includes all the benefits of Basic and Premium. Furthermore, the service consists of:

- ***Payment of invoices: with 10 days***

Your invoice is paid by HeadFirst Group within 10 days after receipt. This is even faster than when you use our Premium service. Then the payment period is 14 days.

- ***Business travel insurance and crowdsurance via Alicia Benefits***

HeadFirst Group covers the costs of a business travel insurance - provided by Alicia Benefits. This insurance offers help if something goes wrong with or during your trip. These are unpleasant situations, such as damaged or lost luggage, a cancellation or delay. But this insurance also provides coverage for emergency situations, such as when you need medical assistance, have to be evacuated or even die. It also covers, for example, the excess of a hire car or loss of money.

In addition, you are part of SiCC, which stands for Select iCommunity Crowdsurance. A safety net that consists of fellow professionals in the form of a donation pool. With

this, you are assured of a monthly payment for up to two years if you become work-disabled. How high your monthly payment would be, depends on how much you have worked and earned on average via us in the 6 months before you became work-disabled. In your personal wallet you can always see how much benefit you would be entitled to if you suddenly became disabled.

- ***Active mediation for next assignment***

Does your assignment end? Then your relationship manager of HeadFirst Group will look for a suitable new assignment together with you. With the aim of making the best match between you and the client.

- ***Job coaching***

A job coach will talk with you about your personal development, This focuses on your qualities, knowledge, skills and wishes. You can call on a job coach for four hours a year.



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