**Employment Contract**

|  |
| --- |
| **Reference No.: FAB-004** |
| This Contract was made on September/ 2nd, 2020. |
| **Between** |
| **A. FIRST PARTY (Employer)** |
| FABLAB Bahrain W.L.L CR No: 91078-2  Employer / legal Representative. Salman Al Araibi |
| Nationality : Bahraini |
| Address : Office 802, Building 614, Road 1011, Block 410, Sanabis, Kingdom of Bahrain |
| CPR No : 740406167 |
| **B. SECOND PARTY (Employee)** |
| Mr. : Ghassan Mohamed Yusuf |
| Nationality : Bahraini |
| CPR No. : 830108246 |
| Now therefore the parties declared having full capacity to contract and mutually agreed as follows: |
| 1. That the Second Party accepts to work for first party as a FULL-TIME “Prototyping Engineer” in the Kingdom of Bahrain 2. The employer hereby engages the employee, and the employee undertakes to serve the employer in the capacity of “Prototyping Engineer” in their business for a period of 2 Years commencing from XXXXXXXX 3. During the term of this Agreement, the employer shall pay the employee a salary at the rate of BD. 800/- (Bahraini Dinars Eight Hundred) as Full-Time basis with a total of 45 hours/week.  * The Salary is inclusive of transport and mobile allowance * Business travel allowance is excluded from the salary.  1. The employee has been informed, and he confirms that he is fully aware of the nature, hazards and requirements of this post. The employee shall perform all his duties with due care, diligence and safety to achieve best results and shall carry out all legitimate orders of the employer. 2. The Basic and Disciplinary regulations of the employer as approved by the Ministry of Labor & Social Affairs, Kingdom of Bahrain shall be construed as an integral part of this Agreement and the employee hereby undertakes to abide by these regulations. 3. The employer shall provide the employee with free governmental medical treatment during the period of his illness, if such illness has not been brought about by his own fault, at government hospital/clinics approved by the employer. This clause shall be fulfilled by an insurance that will also cover illness while traveling abroad on duty. Any private treatment received by the employee in such hospitals/clinics beyond the arrangement made by the company or any other hospital including specialist treatment taken abroad shall be at his own expense. 4. The employee shall be entitled to annual leaves as per Bahrain Labor laws 5. This Agreement may be terminated by the employer according to Bahrain Labor Laws. 6. The employer and the employee shall abide by the provisions of the Bahrain Labor Law for the Private Sector Amiri Decree Law No. 23 – 1976 and other Ministerial Decrees issued from time to time. Any disputes arising from this Agreement shall be settled by the Ministry of Labour and Social Affairs, Kingdom of Bahrain. 7. This Agreement shall make void and supersede any previous contracts executed between the employer and the employee. Alterations of any sort shall not be made to this contract, without the express consent of both parties. 8. The employee must give Two Months notice before leaving the company. 9. Intellectual Property: If any time during the employment period under this agreement the employee make or discover or participate in the making or discovery of any Intellectual Property relating to or capable of being used in the business such as but not limited to policies, procedures, strategies, all business related reports etc., details of the Intellectual Property shall immediately be communicated by the employee to the Company and shall be the absolute property of the Company 10. Non Enticement: In the event of termination of this agreement, the employee will not endeavor to entice away from the Company any of its employees. 11. Non-Competition: Employee will not without the written consent of the Employer, join competitor companies or its clients within One year of contract termination. Competitors include other Fablabs or Maker spaces in Bahrain, product development firms, Brinc, Hardware accelerators, Vocational Training Centers, Calo and BFG. 12. The employee's duties include the duties of (As Per the job description attached) and /or other work assigned to him by the employer. 13. The employer may terminate this agreement at any time by giving the employee two months notice in writing |
| **First Party (The Employer) Second Party (The Employee)**  **Name: Name:**  **Title: Title:**  **Signature: Signature:**  **Company Stamp** |
|  |

**Annex 1**

Job description, working hours and compensation details

**Position:** Prototyping Engineer

**Job Description:** Lead Product Development projects (Internal and External)

1. **Main Duties**

* Product development including design, integration, fabrication, prototyping and product commercialization
* Research & Developments Tasks
* Collaborate with Lab leadership and stakeholders to develop the Lab’s future vision and business model.
* Contributing in the development of applied research projects, Industrial applications, product design through design thinking and knowledge transfer.

1. **Support Duties**

* Fab Academy Instructor: Helping the Fab Academy team to train and teach students, help them with their final projects and evaluation process
* Conducting workshops and training programs including after school activities for schools
* Helping the Fablab Team with educational content creation for various projects such as the Fab’n Box, Fab Academy, workshops etc
* Contribute to the continuous development of Fablab’s IT and Digital Fabrication infrastructure and systems.

**Compensation:**

1. Based on a 45hrs/week fulltime
2. Basic Salary BD 800

**Working Hours:**

1. 45 hours a week
2. Working hours agreed to be as follows
   1. Weekdays: from XXXXXXXXX
   2. Saturdays: from XXXXXXXXXX