

Employment Contract

This agreement is made on _____ at the International Program in Design and Architecture Office, the Faculty of Architecture, Chulalongkorn University between the Faculty of Architecture, Chulalongkorn University, represented

by Assistant Professor Sarayut Supsook

Dean of Faculty of Architecture, Chulalongkorn University hereinafter referred to as the “Employer” on the one part,

and Mr. Joris Putteneers

Nationality: English

Having domicile at

hereinafter referred to as the “Employee” on the other part.

This Employment Contract can be renewed further upon evaluation of the Employee’s performance.

The Employee confirms he has the required qualifications for employment and wishes to accept employment to perform functions and duties under this agreement for such terms in accordance with the following conditions.

The parties hereby agree to the following:

Employment

Clause 1. The Employer agrees to employ the Employee and the Employee accepts the employment to perform functions and duties, as shown in Job Description, from **1 August 2024** being the date of commencement of employment, to **31 July 2025** being the last date of employment.

The Employee agrees to devote full time for the performance of duty under this agreement so as to achieve the best result according to his knowledge and ability and agrees not to accept any employment or engage in any occupation or work without prior agreement of the Employer throughout the term of this agreement.

Remuneration

Clause 2. The Employee will receive remuneration of **946,800** Baht in total. This amount will be paid monthly for twelve - months.

Clause 3. The Employee will be responsible for his own personal income tax for the employment period. The Employer will deduct the corresponding amount from the Employee’s monthly payment to be paid to the Ministry of Finance if required by law.

****Indicated remuneration shall be adjusted up on situation. This amount is excluded teaching fee of Design Build, Design Build for Communities, Experiencing Architecture, International Workshop and Design Experimental Workshop.****

Clause 4. The Employee shall not release any publicity materials, including notices, pamphlets, press releasers, signs and similar public notices, before receiving the Employer’s approval.

Clause 5. The Employee agrees to transfer ownership of intellectual property rights created from all academic work to the Employer.

Employer Responsibility

Clause 6. The responsibilities of the Employer are strictly limited to the terms outlined in this contract. The Employer shall not be held responsible or liable for any action, legal or other-wise, taken by the Employee that is not specifically outlined in Attachment 1: Job Description.

Termination of Employment Contract

Clause 7. This agreement is terminated on:

- (a) Completion of term of employment
- (b) Upon the employee's execution of the employment contract (Por Mor. 34)
- (c) Death of Employee;
- (d) Agreement of termination by both Employer and Employee;
- (e) Rescission of the agreement by either party serving a notice to the other party at least one month in advance;
- (f) Rescission of the agreement by the Employer in the case where an officially accepted physician has examined the Employee and concludes that the Employee should not be employed further on account of his health;
- (g) Rescission of the agreement by the Employer in the case where the Employer finds the performance of the Employee to be unsatisfactory;
- (h) Rescission of the agreement by the Employer on account of the Employee's serious misbehavior or desertion of duty without justification;
- (i) Dishonest performance of the Employee's duties or the intentional commission of a criminal act against the Employer or being detained or imprisoned by a government official for any cause;
- (j) Intentional cause of loss to the Employer by the Employee;
- (k) Performance of gross negligence by the Employee which results in severe loss to the Employer;
- (l) Violation of the Employer's work rules, regulations or orders which are both lawful and equitable provided the Employer has issued the Employer is not required to give a warning.

Settlement of Dispute

Clause 8. In the case where there is a question arising from the performance under this agreement, the Employee agrees to abide by the decision of the Faculty of Architecture, Chulalongkorn University.

Clause 9. This agreement is subject to Thai laws. Any dispute arising from this agreement shall be submitted for adjudication at the Central Administrative Court.

Clause 10. This agreement may only be amended in writing signed by both parties.

This agreement is made in duplicate and both parties have read and fully understand the contents therein, and accordingly sign their names as evidenced hereof.

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(Assistant Professor Sarayut Supsook)
Dean

.....
(Mr. Joris Putteneers)
Instructor

.....
(Assistant Professor Dr. Shusak Janpathompong)
Director

.....
(Ms. Thanyarat chaiyuttapoom)
Witness