

Team Development Agreement

Effective Date: 27/01/2025

Agreement Duration: 1 Year (Renewable)



This document outlines the rules, structure, and financial arrangements for all members of the development team (hereinafter referred to as "Soft"). By signing this agreement, you agree to abide by the terms and conditions outlined below.

1- Core Values and Rules

All members of the Team are expected to adhere to the following core values and rules to ensure a healthy, productive, and collaborative environment:

- **No Bias**

- Treat everyone equally regardless of gender, race, religion, nationality, or any other personal characteristic.
- Decisions will be made based on merit, skills, and contributions, not personal preferences.

- **Mutual Respect**

- Respect each other's opinions, ideas, and contributions.
- Communicate professionally and constructively at all times.

- **Collaboration and Support**

- Help each other grow and achieve individual and collective goals.
- Share knowledge, resources, and expertise to ensure the success of the Team.

- **Family-Like Environment**

- Treat each other with kindness, empathy, and understanding.
- Foster a sense of belonging and camaraderie within the Team.

- **Transparency and Honesty**

- Be open and honest in all communications.
- Report any issues or conflicts to the management team promptly.

- **Commitment and Accountability**

- Fulfill your responsibilities and meet deadlines.
- Take ownership of your work and be accountable for your actions.

- **Continuous Improvement**

- Strive to improve your skills and contribute to the growth of the Team.
- Be open to feedback and willing to learn from others.

2- Team Structure and Roles

The Team is organized as follows:

- **Project Introducer**

- Any member who introduces a project to the Team will receive **15%** of the project pay. This percentage is negotiable based on the complexity and scope of the project.

- **Management Team**

- The management team will receive **40%** of the project pay. This portion covers administrative costs, project management, client communication, and other overhead expenses.

- **Developers**

- The remaining **55%** of the project pay will be distributed among the developers who worked on the project. Payment will be based on the amount of work completed by each developer.

3- Financial Arrangements

- **Payment Distribution**

Payments will be distributed as follows:

- 15% to the project introducer.
- 40% to the management team.
- 55% to the developers (based on individual contributions).

- **Payment Schedule**

- Payments will be made within **30 days** of project completion and client payment.

- **Disputes and Adjustments**

- Any disputes regarding payment distribution will be resolved by the management team.
- Adjustments to payment percentages may be made in exceptional cases, subject to mutual agreement.

4- Agreement Duration and Renewal

- **Duration**

- This agreement is valid for **1 year** from the effective date.

- **Renewal**

- The agreement may be renewed annually, subject to mutual agreement between the member and the management team.

- **Termination**

- Either party may terminate this agreement with **30 days' written notice**.
- In the event of termination, all pending payments will be settled within **30 days**.

5- Confidentiality

- **Non-Disclosure**

- Members agree not to disclose any confidential information about the Team, projects, or clients to third parties.

- **Intellectual Property**

- All work produced by the Team remains the property of the Team or the client, as per project agreements.

6- Dispute Resolution

- **Mediation**

- Any disputes arising from this agreement will first be resolved through mediation by the management team.

- **Arbitration**

- If mediation fails, disputes will be resolved through binding arbitration in accordance with the laws.

7- Signatures

By signing below, you acknowledge that you have read, understood, and agree to the terms and conditions outlined in this agreement.

Management Team Representative Name: Abdoul Razack NIKIEMA

Signature: 

Date: 27/01/2025

Team Member Name: _____

Signature: _____

Date: _____