

Talent Pool Associates:
Terms of Service for Recruiters

Effective Date: 20.12.2024

Last Updated: 20.12.2024

Welcome to **Talent Pool ("we," "us," or "our")**. These Terms of Service ("**Terms**") govern your use of the platform and services provided by Talent Pool as a recruiter ("**Recruiter**" or "**you**"). By accessing or using our services, you agree to comply with these Terms. If you do not agree, you may not use the services.

1. Definitions

- **Recruiter:** An individual or entity responsible for sourcing, evaluating, and recommending candidates through Talent Pool's platform.
 - **Candidate:** An individual seeking employment opportunities listed on Talent Pool's platform.
 - **Services:** All tools, platforms, and resources provided by Talent Pool to assist in recruitment activities.
 - **Content:** Any information, job postings, candidate details, or materials shared or uploaded through the platform.
-

2. Eligibility

To use the platform as a recruiter:

1. You must be legally authorized to represent your organization or act in an individual recruitment capacity.
 2. You must provide accurate and verifiable information during registration.
 3. Your activities must comply with all applicable laws and regulations.
-

3. Account Responsibilities

1. Registration:

- You must create an account with accurate details, including your name, organization, and contact information.
- Keep your account credentials secure and do not share them with unauthorized individuals.

2. Account Usage:

- All activities conducted under your account are your responsibility.
 - Notify us immediately if you suspect unauthorized access or account misuse.
3. **Updates:**
- Regularly update your account information to ensure it remains accurate.
-

4. Recruitment Practices

1. **Job Postings:**

- Ensure all job listings are accurate, lawful, and up-to-date.
- Avoid misleading candidates about job roles, compensation, or benefits.
- Do not post roles related to illegal activities or prohibited industries.

2. **Candidate Interaction:**

- Treat all candidates professionally and respectfully.
- Maintain transparency about the recruitment process.
- Provide timely responses to candidate inquiries.

3. **Data Protection:**

- Handle candidate information responsibly and in compliance with data protection laws (e.g., **GDPR, CCPA**).
- Do not share candidate data with third parties without explicit consent.

4. **Prohibited Activities:**

- Charging candidates for placement services.
 - Soliciting candidates for unrelated purposes.
 - Sharing confidential candidate or job information with unauthorized individuals.
-

5. Content Guidelines

1. **Ownership and Rights:**

- You retain ownership of any content you upload but grant us a license to use it for service delivery.
- Talent Pool reserves the right to remove content that violates these Terms or applicable laws.

2. **Accuracy:**

- Ensure all information shared is truthful and accurate.
- Update or remove outdated job postings promptly.

3. **Prohibited Content:**

- Discriminatory, defamatory, or offensive language.
 - Content that infringes on intellectual property rights or violates legal standards.
-

6. Confidentiality and Data Security

1. Confidentiality:

- Maintain the confidentiality of candidate information and proprietary platform data.
- Avoid sharing sensitive information without appropriate permissions.

2. Data Security:

- Implement adequate safeguards to protect candidate data and prevent breaches.
 - Report any suspected data breaches to Talent Pool immediately.
-

7. Termination of Services

1. Voluntary Termination:

- You may terminate your account by providing written notice

2. Involuntary Termination:

- Talent Pool may terminate your account for:
 - Breach of these Terms.
 - Unethical or unlawful recruitment practices.
 - Actions that harm Talent Pool's reputation or interests.

3. Post-Termination Obligations:

- Return or delete all proprietary materials.
 - Refrain from representing Talent Pool or using the platform post-termination.
-

8. Limitation of Liability

To the maximum extent permitted by law:

- Talent Pool shall not be liable for indirect, incidental, or consequential damages arising from your use of the platform.
-

9. Indemnification

You agree to indemnify and hold Talent Pool harmless from any claims, damages, or losses arising from:

- Your violation of these Terms.
 - Inaccuracies or legal violations in your job postings.
 - Unauthorized use of candidate information.
-

10. Governing Law

These Terms shall be governed by the laws of the United Arab Emirates (UAE). Any disputes shall be resolved under the exclusive jurisdiction of UAE courts.

11. Contact Information

For questions or concerns, please contact us at:

Email Address

Phone Number