

Terms of Use For Job Seekers

Effective Date: 18.12.2024

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Welcome to **Talent Pool ("we," "us," or "our")**. These Terms of Service ("**Terms**") govern your use of the website, mobile application, and any related services (**collectively, the "Services"**) provided to job seekers who are searching for job opportunities. By accessing or using the Services, you agree to comply with these Terms. If you do not agree with these Terms, you may not access or use the Services.

1. Definitions

- **Job Seeker/Candidate/User/You:** Any person using our platform to search, apply, or interact with job opportunities.
- **Job Provider/Employer/Recruiter:** Companies, agencies, or individuals who post job opportunities.
- **Services:** All features provided by **Talent Pool**, including job searches, profile creation, applications, and communication tools.
- **Content:** Any text, graphics, images, resumes, job postings, or other material uploaded, posted, or shared on the platform.

2. Eligibility To use the Services

1. You must be at least 18 years old.
2. You must have the legal capacity to enter into a binding agreement.
3. You must provide accurate and up-to-date information during the registration and usage of the Services.
4. You agree that you are seeking employment in good faith and will use the platform solely for lawful purposes.

3. Account Registration and Responsibilities

- **Registration:** You may need to create an account to access certain features. You must provide accurate and complete information, including your name, email, phone number, and professional details.
- **Account Security:** You are responsible for maintaining the confidentiality of your account credentials. Do not share your login details with others.
- **Responsibility for Activity:** You agree to be responsible for all activities conducted through your account. If you suspect unauthorized access, notify us immediately.
- **Accurate Profile Information:** Your profile, resume, and other submitted details must be truthful, complete, and accurate. False or misleading information may lead to suspension or termination of your account.

4. Use of Services

You agree to

- Use the Services for personal job-seeking purposes only.
- Submit truthful and accurate resumes, cover letters, and other job application materials.
- Communicate respectfully and professionally with employers, recruiters, and other users.
- Update your profile regularly to reflect current employment status and credentials.

You agree NOT to

- Use the Services for any unlawful, fraudulent, or malicious purpose.
- Submit misleading or false information in your applications.
- Impersonate another individual or falsify your identity.
- Upload viruses, malicious software, or any code designed to harm the platform.
- Engage in spamming, phishing, or unsolicited communication with recruiters or employers.
- Attempt to bypass platform security or access data you are unauthorized to view.

5. Job Applications

- **No Guarantee of Employment:** We do not guarantee job placement or employment outcomes. Decisions regarding hiring are at the sole discretion of the employers.
- **Application Materials:** By submitting resumes or other application materials, you grant **Talent Pool** the right to review and contact you for hiring purposes.
- **Responsibility for Information:** Ensure all information you provide in your job applications is truthful and current.

6. Prohibited Conduct and Content You are prohibited from posting, uploading, or sharing content that

1. Is false, misleading, or fraudulent.
2. Violates any applicable laws or regulations.
3. Contains discriminatory, abusive, defamatory, or offensive language.
4. Infringes on intellectual property rights, privacy rights, or third-party contracts.
5. Contains inappropriate, obscene, or sexually explicit material.
6. Solicits employers or recruiters for unrelated services.

Note: Violation of this clause may result in suspension or termination of your account.

7. Privacy Policy

- Your use of the Services is subject to our [Privacy Policy \(A Link Will Be Added For Our Privacy Policy\)](#), which explains how we collect, use, and disclose your personal information. By using the platform, you consent to such data processing.

8. Resume Visibility and Data Sharing

- By uploading your resume, you agree that employers, recruiters, and authorized personnel may view and contact you regarding job opportunities.
- While we take measures to safeguard your data, we are not responsible for misuse of your information by third parties.

9. Intellectual Property Rights

- The platform, its features, and all associated content are owned by Talent Pool.
- You retain ownership of any content you upload, such as resumes or application materials, but grant us a license to use, store, display, and share such content as necessary to provide the Services.
- You may not copy, reproduce, or distribute content from the platform without our written permission.

10. Termination of Services

- You may terminate your account at any time through your account settings.
- We reserve the right to suspend or terminate your account if:
 1. You violate these Terms;
 2. You submit false or misleading information;
 3. Your actions cause harm or disrupt the platform.
- Termination may result in the loss of access to your account, uploaded content, and related services.

11. Disclaimer of Warranties

- The Services are provided "**as is**" and "**as available**", without warranties of any kind, either express or implied.
- We do not guarantee the accuracy, reliability, or completeness of job postings or employer information.
- We are not responsible for employer conduct, hiring outcomes, or disputes arising from job applications.

12. Limitation of Liability To The Maximum Extent Permitted By Law

- **Talent Pool** shall not be liable for any indirect, incidental, special, consequential, or punitive damages arising from your use of the Services.

13. Indemnification

You agree to indemnify and hold harmless **Talent Pool**, its affiliates, officers, and employees from any claims, damages, losses, liabilities, or expenses arising from:

- Your violation of these Terms;
- Your use of the Services;
- Any content or information you submit.

14. Modifications to Terms

We reserve the right to modify these Terms at any time. Changes will be posted on the platform, and continued use of the Services indicates acceptance of the updated Terms.

15. Governing Law

These Terms shall be governed by and construed in accordance with the laws of the **United Arab Emirates (UAE)**. Any disputes arising out of or in connection with these Terms shall be subject to the exclusive jurisdiction of the courts of the UAE.

16. Digital Millennium Copyright Act (DMCA) Policy

If you believe that any content on the platform infringes your copyright, please submit a notice to us with the following information:

1. A physical or electronic signature of the copyright owner or authorized agent;
2. A description of the copyrighted work;
3. Identification of the infringing content;
4. Your contact information (**email, address, phone number**);
5. A statement that you have a good faith belief the use is unauthorized;
6. A statement, under penalty of perjury, that the information provided is accurate.

Note: We will promptly investigate and, if necessary, remove infringing content.

17. Security Policy

We take appropriate technical and organizational measures to safeguard your data from unauthorized access, misuse, loss, or alteration. However, no system is entirely secure, and we cannot guarantee absolute security. If you suspect a security breach, contact us immediately.

18. Accessibility

We are committed to ensuring the platform is accessible to all individuals, including those with disabilities. If you experience any difficulties accessing or using our platform, please contact us at **[Insert Contact Email/Phone]**. We will make reasonable efforts to address your concerns and improve accessibility.

19. **Contact Information** For questions regarding these Terms or the Services, you may contact us at:

Email Address:

Phone Number: