Job Board Standard Conditions

Version: 2026-06-v1

Effective date: 2026-06-27

Binding mechanism: digital checkbox undertaking with timestamp, IP, and user-agent logs.

A. Risk assessment baseline

Risk Area	Primary Risk	Safeguard Embedded
Fraud / misrepresentation	False identity, fake job, fake CV	Mandatory truth undertaking, audit trail, manual review rights
Data protection	Unauthorized processing or retention	Consent capture and purpose-limited processing
Regulatory compliance	Unlawful/discriminatory postings	Employer warranties and takedown rights
Commercial disputes	No guaranteed hiring outcomes	No-guarantee and limitation clauses
Platform abuse	Spam, harassment, malicious uploads	Acceptable use and suspension rights

B. Standard conditions

1. All submitted information must be accurate, lawful, and non-misleading.
2. Platform may verify submitted data and may suspend/remove users or postings at its discretion for risk control.
3. Candidate parser drafts are assistive only; candidate remains responsible for final profile approval.
4. Employer warrants legal authority to post and confirms vacancy authenticity and non-discriminatory criteria.
5. Both parties consent to data processing for recruitment, compliance, and anti-fraud controls.
6. No interview, placement, or hiring outcome is guaranteed.
7. User indemnifies platform against losses caused by unlawful content or false declarations.
8. Liability is limited to the maximum extent permitted by law.

C. Mandatory undertaking statement

"I confirm that I have read and accepted the Job Board Standard Conditions (version 2026-06-v1). I undertake that information provided by me is true, lawful, and complete. I consent to processing, storage, verification, and audit logging of submitted data."