

Terms & Conditions for Companies

1. Company Eligibility and Registration

By registering as a company, you represent and warrant that your organisation is legally registered, and has the authority to post job opportunities. You agree to provide accurate and up-to-date information during the registration process.

2. Data Privacy and Usage

By registering on the platform, you consent to the collection, processing, and use of company data. This information will be used to facilitate connections between companies and trainees, and to improve our services. We are committed to protecting your data and will not share it with third parties without your consent, except as required by law.

3. Job Posting Guidelines

As a registered company, you are responsible for ensuring that all job postings comply with applicable local employment laws. Job descriptions must be accurate, non-discriminatory, and clearly state the requirements, responsibilities, and compensation. The platform reserves the right to remove any job postings that violate these guidelines.

4. Transparency of Job Offers

You agree to disclose job details accurately, including compensation, work location, and role expectations.

5. Recruitment Practices

Companies agree to engage in fair and ethical recruitment practices, without discrimination based on gender, age, race, or other protected characteristics.

6. Use of Candidate Information

As a registered company, you are permitted to use candidate data only for recruitment purposes related to specific job openings posted on the platform. You agree to make fair use of candidate data and not request personal data beyond what is necessary for the hiring process.

7. Prohibition on External Recruitment

Companies agree not to redirect applicants to other recruitment sites and, to use the platform exclusively for hiring purposes.

8. Intellectual Property

All content provided by the company, including logos, descriptions, and job postings, must be original. By posting content, you grant the platform a non-exclusive, island-wide, royalty-free license to use, display, and distribute your content in connection with the platform's services.

9. Limitation of Liability

The platform, the Tertiary & Vocational Education Commission, nor the Ministry of Education, Science & Technology shall be liable for any damages, losses, or claims arising from the use of our services, including but not limited to delays in job postings, system outages, or possible mismatches between candidates and job requirements. As an employer, you assume all responsibility for the onboarding and management of candidates you hire through the platform.

10. Account Security

You are responsible for maintaining the confidentiality of your company account, including usernames and passwords. You agree to notify the administrators immediately of any unauthorised access or suspicious activity. The platform, the Tertiary & Vocational Education Commission, nor the Ministry of Education, Science & Technology is liable for any loss or damage resulting from your failure to secure your account.

11. Platform Rating and Feedback

You may be required to provide feedback on platform performance to help enhance future user experience.

12. Changes to terms & conditions

We reserve the right to modify these Terms & Conditions at any time. Companies will be notified of significant changes, and continued use of the platform constitutes acceptance of the revised terms.