

GENERAL TERMS AND CONDITIONS

Jobs Operations Ltd. is registered in the Commercial Register to the Registry Agency with UIC: 205801153, address – Sofia 1000, 21 Lavele Str., fl. 5, tel. +359 892 040302, hereinafter referred to as Jobs Ops.

I. General rules

1. The General Terms and Conditions are a contract governing the relationship between Jobs Ops with respect to the administration and provision of services and resources through <https://jobsops.com> (the Site) and Visitors and Users when using them.
2. Visitors are all persons who use the Site without registration.
3. Users are natural or legal persons with appropriate registration for job seekers or job providers.
4. Job providers are natural or legal persons who are an employer or an intermediary job finding organization (Agencies, recruitment companies with the necessary powers to perform the activity)
5. The contractual relationship between Jobs Ops and Users arises upon registration, and for Visitors when using the resources on the Site, assuming that they have met and accept the General Terms and Conditions, Personal Data Protection Policy and Cookies Policy.
6. Services for all Visitors and Job Seekers are free of charge.
7. Visitors have access to job vacancies and other information resources.
8. Job seekers receive information about job vacancies and other resources and, after registering and logging in the way specified, the opportunity to apply for a vacancy and to keep CVs and other documents required for the process free of charge.
9. Users who offer employment have the opportunity to post free or paid job announcements (section Prices) and use the rest of the site's content for free.
10. Visitors and Users of the Site agree to use the services and resources provided in accordance with the General Terms and Conditions, Personal Data Protection Policy, accept the Cookies Policy and relevant Bulgarian applicable law.
11. Visitors and Users may not:
 - distribute material from the Site for commercial purposes or beyond what is provided herein without the consent of Jobs Ops.
 - fill in incomplete, incorrect information and/or provide incorrect information;
 - publish material that violates the rights of third parties;
 - breach intellectual property, copyright, trade secrets or disclose personal data to third parties without the necessary rights to do so;
 - store, publish defamatory, threatening or sexually explicit information;
 - use contact details for the intended purpose;
 - commit malicious acts, such as – accessing the Site with other's account, publishing information from a third party without the necessary authorization, sending spam, modifying someone else's published information, obtaining through illegal means information that is not intended for him/her, knowingly distributing viruses, trojans and attempts to destroy the integrity of the Site and/or other systems, as well as any other acts that are classified as a crime or violation of the Bulgarian or other applicable law.
12. Users may not provide username and password to third parties and are responsible for all actions taken by their account in case of this breach.

II. Job seekers

13. Applying for the desired position is only possible after registration made personally by the person and entering in the way determined for this purpose on the Site. The name, surname, telephone number and e-mail account shall be provided upon registration.
14. Users may not create more than one account.
15. Users may not apply more than once for the same position announced by an Employer during the thirty-day period of publication of the announcement.
16. They declare that the data they provide are correct and keep them up to date during the use of the Site.
17. They may apply for a vacancy by sending a CV and other documents if needed, stored in the profile or attached from an external source.

18. If you suspect that your username or password has been compromised, or became subject of misuse, you should notify us immediately.

III. Job providers

19. The registration of a User Account offering job shall be done by a person who is authorized to represent his organization for the purpose.
20. Data shall be provided for:
 - contact person/Administrator of User – name, surname, position, e-mail, phone number;
 - data for the organization – company, headquarters, UIC, VAT registration number, accountable person, e-mail, phone number and WEB address if available.
21. The contact person/User Administrator may also provide information to other employees of the organization for the purpose of creating additional accounts – name, surname, e-mail. He/she must first seek the consent of the persons to provide their data, inform them of the purpose of this and the Personal Data Protection Policy of Jobs Ops.
22. Jobs Ops reserves the right to request other information/documents proving the authenticity of the data of a User Account – offering job.
23. Job providing users have the right to publish free or paid advertisements only upon registration. Section Prices describes the method of formation and value of the paid services.
24. Payments shall be made through bank transfer.
25. Paid announcements shall be published after your payment is made.
26. Announcements shall be published with a maximum of thirty days, if in the meantime the objective is achieved, the announcement may be suspended.
27. You agree to announce only real vacancies.
28. You may not:
 - post multiple vacancies in the same announcement;
 - you may not place vacancies in several locations in the same announcement.
29. Persons holding User Accounts may not provide username and password to third parties. If you suspect that your username and password are compromised or misused, you should notify us immediately.

IV. Closing, blocking User Account

30. Your account may be closed/blocked:
 - upon request or contact person/administrator/accountable person – job seekers;
 - upon request from a state body with the necessary powers;
 - in case of violation of the Bulgarian/other applicable legislation or the Conditions herein;
 - upon a request from a Visitor/User of the site with allegations proving a violation of the rules by another User;
 - non-use of the Site for more than three years;
 - termination of the activity of Jobs Ops, respectively of the Site.

V. Jobs Ops

31. Jobs Ops provides information services as they are in <https://jobsops.com> according to these General Terms and Conditions, Personal Data Protection Policy, Cookies Policy and relevant Bulgarian or other applicable law.
32. Jobs Ops reserves the right to amend these conditions, content and functionality in the Site without prior notice.
33. Amendments to the General Terms and Conditions will be effective from the moment they are announced unless other date is announced and are considered binding on Jobs Ops, Visitors and Users. The changes made shall not affect the prices of paid services on active order.
34. Shall not provide data to other applicants of Job Providers other than those applying for the positions announced.
35. Shall not provide data to Visitors and Users of third parties except in cases necessary for the proper functioning of the Site, protection of legal interest or at the request of a state body having the authority to do so.
36. Shall not be responsible for the accuracy of the information from the Users and has no relation to the offered terms or the order of application except the terms and conditions accepted on the Site.
37. Jobs Ops reserves the right not to post announcements without mandatory details until corrected.

38. It is not responsible for the inability to provide the services on the Site due to technical or other. circumstances, obliging to reimburse the amount received for a paid service on a real order, unless there is another additional agreement between both parties.

VI. Final provisions

39. An additional clause that is not announced on the Site and does not affect other Users is agreed in writing if it is not in conflict with the applicable legislation.
40. If a clause in the General Terms and Conditions is invalid under Bulgarian or other applicable law, then it shall be amended or removed.
41. In case of disputes, the parties shall do their utmost to resolve the contradictions and, if this is impossible, the matter shall be settled by a competent court in Sofia.