**Angel-Jobs Malta Terms and Conditions:**

Welcome to Angel-Jobs Malta (hereafter referred to as "Angel-Jobs", "we", "us", or "our"). These Terms and Conditions of Use (the "Terms") govern your use of the Angel-Jobs Malta website offered within, encompassing a wide range of offerings such as job search and matching services, employer posting services, and related content (collectively, the "Services"). By accessing or utilizing the Website or Services, you consent to abide by these Terms. If you do not consent to these Terms, you are not permitted to use the Website or Services.

**Acceptance of Terms:**

By accessing or using Angel-Jobs Malta, you acknowledge that you have read, accepted, understood, and agreed to be bound by these terms and conditions and our Privacy Policy. If you do not agree with these terms and conditions, kindly refrain from utilizing our services.

**User Accounts:**

1. **Employers:** To access our platform, employers must provide accurate and up-to-date information about their company and job postings. This includes company details, job descriptions, and other relevant information. Employers agree to abide by our policies and guidelines by creating an account.
2. **Job Seekers:** Individuals seeking employment opportunities must create a user account and provide accurate information to set up their profiles. Job seekers are responsible for maintaining the confidentiality of their account credentials and agree to use the platform for legitimate job search purposes only.

**Membership Plans:**

1. **Employer Membership Plans:** Angel-Jobs Malta provides membership plans tailored for employers looking to recruit talent. Our membership plans come in two tiers: Bronze and Silver. Each tier offers different features and pricing options.

When employers sign up for a membership plan, they agree to the terms and conditions specified in their chosen plan. These terms establish the rights and duties of Angel-Jobs Malta and the employer. Employers need to review these terms carefully before subscribing to a plan.

The Bronze membership plan may include basic features such as job postings and limited access to candidate profiles. On the other hand, the silver membership plan may offer additional benefits such as priority placement of job listings and access to a larger pool of candidates.

Regardless of the plan chosen, employers can expect a platform that adheres to Malta's labour laws and regulations. Angel-Jobs Malta is committed to providing a fair and transparent recruitment process for employers and job seekers.

1. **Job Seeker Membership Plans:** Angel-Jobs Malta offers bronze and silver membership plans for job seekers seeking employment opportunities. These plans provide supplementary benefits and services to enhance the job search experience.

When job seekers subscribe to a membership plan, they agree to the terms and conditions associated with that plan. These terms outline the privileges and obligations of both Angel-Jobs Malta and the job seeker. Job seekers need to understand these terms before selecting a membership plan.

The Bronze membership plan may grant access to basic features such as job search capabilities and limited profile visibility to employers. In contrast, the silver membership plan may offer perks like priority visibility to employers and enhanced profile customization options.

Regardless of the chosen plan, job seekers can rest assured that Angel-Jobs Malta complies with Malta's labour laws and regulations. We strive to provide a platform that fosters equal opportunity and fair treatment for all job seekers, irrespective of their membership tier.

**Property Rights:**

At Angel-Jobs Malta, we take pride in our website and its intellectual property. We own all property rights for the site, including but not limited to the information, design, and features. Our material, including text, graphics, and logos, is only for personal use. Our content's unauthorized utilization, reproduction, or distribution is strictly forbidden.

1. **Intellectual Property:** All content, logos, trademarks, and other intellectual property displayed on Angel-Jobs Malta belong to Angel-Jobs or its licensors and are protected by applicable intellectual property laws.
2. **User Content:** By submitting content (e.g., job postings, resumes) to Angel-Jobs Malta, users grant Angel-Jobs a license that is non-exclusive, royalty-free, perpetual, and valid worldwide to utilize, modify, reproduce, and distribute such content to operate and promote the platform.

**2. User Responsibilities**

We expect all users of Angel-Jobs Malta to adhere to certain responsibilities to maintain a positive and lawful environment.

1. **Compliance:** Users must adhere to all relevant laws, regulations, and policies while using Angel-Jobs Malta.
2. **Accuracy of Information:** Employers and job seekers are accountable for verifying the accuracy and legality of the information they provide on the platform. Angel-Jobs Malta is not liable for any inaccuracies or legal issues from user-generated content.
3. **Prohibited Activities:** Users do nothing that could mess up Angel-Jobs Malta, like spamming, hacking, or sending viruses.

**4. Limitation of Liability**

Angel-Jobs and its affiliates are not responsible for any indirect or consequential damages from using Angel-Jobs Malta, such as loss of profits, data, or goodwill.

**5. Indemnification**

Users agree to compensate and protect Angel-Jobs and its associated companies from any claims, losses, liabilities, damages, and expenses (including legal fees) resulting from using Angel-Jobs Malta or violating these terms and conditions.

**Prohibited Activities:**

Angel-Jobs Malta promotes a positive online community; certain activities are prohibited on our site. This includes refraining from selling, reproducing, or harming any part of the site. We encourage users to contribute positively and respect the content and features provided. Information collection activities beyond what is necessary for your personal use are prohibited. Following these guidelines, you help create a safe and enjoyable environment for all users. Your support ensures a positive experience for everyone in our online community.

You are prohibited from engaging in various activities, including selling, reproducing, or causing harm to the site. Data collection activities are also restricted.

**Links to Other Websites:**

To provide additional resources, we include links to third-party websites for informational purposes only. It's important to note that we cannot be held responsible for the content or opinions expressed on these external websites. Users should exercise caution and discretion when navigating these links, as they fall outside our control. This approach ensures transparency and empowers users to make informed decisions while exploring supplementary information from external sources.

**Links to third-party websites are for information only. We're not responsible for their content or views.**

**Viruses and Malware:**

We work hard to secure our online environment, but we can't guarantee a site is completely bugs-free. Users also play a key role in safeguarding their systems by taking proactive steps against viruses and malware. If there's misuse or attempted unauthorized access, we'll promptly report it to the authorities. This joint effort maintains the integrity and security of our platform.

**Linking to Our Site:**

You're welcome to link to our home page fairly and legally, improving accessibility to our platform. We encourage responsible sharing and engagement with our content to foster a positive online experience. However, it's important to understand that unauthorized data collection activities through linking are strictly forbidden. We prioritize ethical and lawful practices, ensuring the link-sharing process respects user privacy and data security. By following these guidelines, you help uphold the integrity and reliability of our site.

**Terms Specific to Jobseekers:**

We are not a recruitment agency and are not responsible for recruitment processes. Jobseekers must verify information independently. Personal information submitted will be controlled by the employer's policies.

Navigating the job-seeking journey is crucial, and we're here to assist you responsibly. It's essential to clarify that Angel-Jobs Malta operates as a platform connecting job seekers with employers and is not a recruitment agency.

**Please note the following terms specific to job seekers:**

1. **Verification Responsibility**: As we are not a recruitment agency, it's important for job seekers to independently verify information related to job opportunities. It ensures transparency and reliability throughout the application process.
2. **Personal Information Control:** Any personal information submitted by jobseekers will be governed by the policies of the respective employers. We prioritize protecting and responsibly handling your sensitive data, and understanding each employer's policies is key to a secure application process.
3. **Independent Decision-Making:** Jobseekers are encouraged to make informed decisions based on personal preferences and career goals. We provide a platform to connect you with potential employers, but the decision-making process ultimately rests with you.

Remember, we aim to facilitate a seamless and secure job search experience. If you have any concerns or questions, feel free to reach out to us at [info@angel-jobs.mt](mailto:info@angel-jobs.mt).

**Terms Specific to Employers:**

It's important to clarify that Angel-Jobs Malta functions as a platform facilitating connections between employers and job seekers and is not a recruitment agency. Consequently, we are not responsible for overseeing or managing recruitment processes. To maintain the quality and integrity of our platform, we reserve the right to remove job postings that do not align with our guidelines.

**Please note the following conditions for employers:**

1. **Content Accuracy Responsibility:** As we operate as a platform, not a recruitment agency, employers are solely responsible for the accuracy of the content in job postings. Ensuring the information is precise and reliable is crucial for establishing trust with potential candidates.
2. **Legal Compliance:** Job postings must comply with relevant laws and regulations. This includes adhering to fair employment practices, non-discrimination policies, and any other applicable laws. Compliance is essential to creating a positive and inclusive job-seeking environment.
3. **Removal of Non-Compliant Postings:** To maintain the integrity of our platform, we reserve the right to remove job postings that do not comply with our guidelines or relevant laws. This ensures a fair and transparent experience for both employers and job seekers.

**Usage of Personal Information:**

You can trust that we take your privacy seriously and follow strict guidelines outlined in our privacy policy. This policy explains how we handle, process, and safeguard your personal information. We are committed to using your data responsibly and by legal and ethical standards. Reviewing our privacy policy lets you understand exactly how we use your information, promoting transparency and trust in our platform. Rest assured; we'll only use your personal information as our privacy policy describes.

**Comprehensive Terms:**

These Terms are the complete agreement between you and Angel-Jobs Malta regarding your site use. They represent both parties' full understanding, expectations, and commitments, giving a clear framework for your interactions on our platform. This thorough approach ensures that no details are missed or uncertainties exist regarding your rights and responsibilities while using our services. By consenting to these conditions, you are entering into a comprehensive agreement encompassing all aspects of your engagement with Angel-Jobs Malta.

**Governing Law and Jurisdiction:**

When you use a website or service, it's important to understand the rules that govern your interactions. Terms and conditions might seem complicated, but they're just guidelines to keep things fair and clear for everyone involved. Let's break down some key points from a typical set of terms and conditions:

1. **Governing Law:** These terms are like the rules of a game, and every game has to follow some rules. In this case, the rules are set by the laws of Malta. That means Maltese law will be used to figure things out if there's ever a question about these terms.
2. **Dispute Resolution:** Sometimes, disagreements happen. If you ever have a problem related to these terms or how the website or service is used, it'll be sorted out in the court of Mumbai, Malta. That's like having a referee to make sure everything is fair.
3. **Modifications:** Just like how a recipe might get updated to make it better, these terms can be changed too. The people who run the website or service have the right to make updates or changes. If you keep using the website or service after changes are made, it means you agree to those changes.
4. **Severability:** If any provision within these terms is deemed unlawful or unenforceable, rest assured that the remaining clauses shall remain valid and effective. This measure ensures that the overall integrity and enforceability of the terms are not compromised. Additionally, suppose a specific part of a provision is deemed unlawful. That particular section will be promptly deleted, allowing the unaffected portions to continue influencing the agreement. The inclusion of severability provisions underscores our commitment to maintaining a legally sound and effective set of terms, promoting clarity and fairness for all users.
5. **Entire Agreement:** Consider these terms the final say in how things work between you and the website or service. They cover everything and are more important than any other discussions or agreements you might have had before.

If you have any questions or concerns about these terms, please contact us at [contact@angel-jobs.mt](mailto:contact@angel-jobs.mt). When you utilize Angel-Jobs Malta, you acknowledge that you have thoroughly understood and agreed to these terms and conditions. We appreciate you selecting Angel-Jobs for your job hunt or recruitment endeavours.