

TERMS OF USE

Last Updated: 9.03.2025

1. AGREEMENT TO TERMS

These Terms of Use constitute a legally binding agreement made between you, whether personally or on behalf of an entity ("you") and Znośnie Software Wiktor Pabich ("**Company**," "**we**," "**us**," or "**our**"), concerning your access to and use of the Dev-Jobs.pl website as well as any other media form, media channel, mobile website or mobile application related, linked, or otherwise connected thereto (collectively, the "Site").

You agree that by accessing the Site, you have read, understood, and agree to be bound by all of these Terms of Use. IF YOU DO NOT AGREE WITH ALL OF THESE TERMS OF USE, THEN YOU ARE EXPRESSLY PROHIBITED FROM USING THE SITE AND YOU MUST DISCONTINUE USE IMMEDIATELY.

2. SERVICE DESCRIPTION

Dev-Jobs.pl is a job board platform that enables employers to post job listings and job seekers to view those listings and submit applications.

3. USER ACCOUNTS

3.1 Account Creation

To use certain features of the Site, you must register for an account with us and provide certain information about yourself. You agree that all information you provide is accurate, complete, and current at all times. Failure to do so constitutes a breach of the Terms, which may result in immediate termination of your account.

3.2 Account Responsibilities

You are responsible for maintaining the confidentiality of your account and password, including but not limited to restricting access to your computer and/or account. You agree to accept responsibility for all activities that occur under your account and/or password.

3.3 Account Types

The Site offers different types of accounts:

- **Employer Accounts:** For posting jobs and reviewing applications
- **Job Seeker Accounts:** For browsing jobs and submitting applications

4. EMPLOYER TERMS

4.1 Job Posting Guidelines

Employers may post job opportunities subject to the following conditions:

- All job postings must be for genuine employment opportunities
- Job descriptions must be accurate and not misleading
- Job postings must comply with applicable employment laws and regulations
- Job postings must not contain discriminatory requirements or language

4.2 Pricing and Payment

- Detailed pricing is available at <https://dev-jobs.pl/pricing>
- All fees are non-refundable unless otherwise specified
- We reserve the right to modify our pricing at any time

4.3 Job Posting Management

- Employers are responsible for keeping job postings current. To update posting description you can contact support using contact email address.
- We reserve the right to remove job postings that violate these Terms of Use

5. JOB SEEKER TERMS

5.1 Application Process

- Job seekers may apply to jobs through our platform
- You agree to provide accurate information in your applications
- You understand that applying does not guarantee an interview or employment

5.2 Profile Guidelines

- You may create a profile containing your professional information
- You are responsible for maintaining the accuracy of your profile
- You may choose to make your profile visible to employers or keep it private

5.3 Resume Storage

- We may store your resume and application materials on our servers
- You retain ownership of your resume and application materials
- You grant us a license to share your materials with employers to whom you apply

6. CONTENT OWNERSHIP AND LICENSING

6.1 User Content

"User Content" means any content submitted by users, including job postings, resumes, profiles, and application materials.

6.2 Ownership

You retain ownership of your User Content.

6.3 License to Company

By posting User Content, you grant us a non-exclusive, worldwide, royalty-free license to use, copy, modify, and display your User Content for the purpose of operating and improving the Site.

6.4 License to Other Users

- Job postings are publicly visible to all Site users
- Resumes and applications are only shared with employers to whom you apply, unless you explicitly make your profile public

7. PROHIBITED ACTIVITIES

You agree not to:

7.1 For All Users

- Use the Site for any illegal purpose or in violation of any local, state, national, or international law
- Harass, abuse, or harm another person
- Impersonate or attempt to impersonate the Company or another user
- Attempt to bypass any security measures of the Site

7.2 For Employers

- Post fake or fraudulent job listings
- Post jobs that discriminate based on race, gender, religion, age, disability, or other protected characteristics

- Use the Site to collect personal information for purposes other than considering candidates for employment

7.3 For Job Seekers

- Submit applications for jobs for which you are not genuinely interested
- Misrepresent your qualifications or experience
- Submit applications on behalf of others without their consent

8. PRIVACY POLICY

Your use of the Site is also governed by our Privacy Policy, which is incorporated into these Terms by reference. Please review our Privacy Policy at <https://dev-jobs.pl/privacy-policy>.

9. LIMITATION OF LIABILITY

9.1 Disclaimer of Warranties

THE SITE IS PROVIDED ON AN "AS-IS" AND "AS AVAILABLE" BASIS. THE COMPANY EXPRESSLY DISCLAIMS ALL WARRANTIES OF ANY KIND, WHETHER EXPRESS OR IMPLIED.

9.2 Employment Disclaimer

We are not an employment agency or recruiter. We provide a platform for employers and job seekers to connect, but we do not guarantee employment or the quality or safety of jobs posted.

9.3 Limitation of Liability

IN NO EVENT SHALL THE COMPANY OR ITS DIRECTORS, EMPLOYEES, OR AGENTS BE LIABLE FOR ANY INDIRECT, PUNITIVE, INCIDENTAL, SPECIAL, OR CONSEQUENTIAL DAMAGES ARISING OUT OF, OR IN ANY WAY CONNECTED WITH, YOUR USE OF THE SITE.

10. DISPUTE RESOLUTION

10.1 Informal Resolution

If you have a concern or dispute, you agree to first try to resolve the dispute informally by contacting us at [see contact email at the end].

10.2 Governing Law

These Terms shall be governed by the laws of Poland, without regard to its conflict of law principles.

11. TERMINATION

11.1 Termination by Company

We may terminate or suspend your account immediately, without prior notice or liability, for any reason, including if you breach the Terms.

11.2 Termination by User

You may terminate your account at any time by contacting us at [see email at the end] or using the account deletion features on the Site.

11.3 Effect of Termination

Upon termination, your right to use the Site will immediately cease. All provisions of the Terms which by their nature should survive termination shall survive.

12. MODIFICATIONS TO TERMS

12.1 Updates to Terms

We reserve the right to modify these Terms at any time. We will provide notice of any material changes by posting the new Terms on the Site and updating the "Last Updated" date.

12.2 Continued Use

Your continued use of the Site after any such changes constitutes your acceptance of the new Terms.

13. CONTACT INFORMATION

If you have any questions about these Terms, please contact us at:

Znośnie Software WIKTOR PABICH
kontakt@dev-jobs.pl

By using our Site, you acknowledge that you have read these Terms of Use, understand them, and agree to be bound by them.