

Privacy Policy for Jobs and Career

Effective Date: 29 May 2025

Welcome to **Jobs and Career** ("we," "us," "our"). We are committed to protecting your personal data and your right to privacy. This Privacy Policy explains how we collect, use, disclose, and safeguard your information when you visit our website, **jobsandcareer.com**, and use our platform to connect job seekers with employers. It also outlines how companies may utilize our platform for advertising purposes, including through services such as **Google AdSense**.

Please read this policy carefully to understand our views and practices regarding your personal data and how we will treat it. By accessing or using our services, you agree to the collection, use, and disclosure of information in accordance with this Privacy Policy.

1. Information We Collect

We collect various types of information from and about users of our website, including:

a. Information You Provide to Us

- **Personal Identification Information:** Name, email address, phone number, mailing address, and password.
- **Job Seeker Profile Data:** Resume/CV, education history, employment history, skills, certifications, portfolio links, references, and job preferences.
- **Employer Profile Data:** Company name, contact person name, business email, phone number, company location, and description of the organization.
- **Job Posting Details:** Job title, job description, location, salary range, qualifications required, benefits offered.
- **User Communications:** Messages sent between job seekers and employers, feedback, and inquiries made to customer support.

b. Information We Collect Automatically

- **Device and Log Information:** IP address, browser type, operating system, referring URLs, device identifiers, and date/time of visits.
- **Usage Information:** Pages visited, search queries, clicks, time spent on pages, and interaction with job listings or ads.
- **Cookies and Similar Technologies:** We use cookies, web beacons, and other tracking technologies to enhance user experience, analyze site traffic, and deliver relevant content.

2. How We Use Your Information

We may use the information collected for the following purposes:

- To provide and operate our platform and services.
 - To create and manage user accounts (job seekers and employers).
 - To connect job seekers with employment opportunities.
 - To enable employers to manage job postings and view applicant profiles.
 - To personalize user experience, including job recommendations and email alerts.
 - To monitor usage patterns and improve our website's functionality.
 - To communicate with users regarding account updates, service announcements, newsletters, and promotional offers.
 - To process transactions and payment information (where applicable).
 - To conduct surveys, research, and analysis to enhance our services.
 - To detect, investigate, and prevent fraud and security issues.
 - To comply with legal obligations and enforce our terms of use.
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3. Advertising and Use of Google AdSense

We allow companies to promote job listings and brand messages through advertising placements on our platform. This includes integration with **Google AdSense**, a third-party advertising network provided by Google.

a. How Google AdSense Works on Our Platform

Google AdSense serves targeted ads to users based on their browsing behavior, search history, and other personal indicators. This means:

- Users may see personalized job advertisements based on their interests.
- Advertisements may be displayed throughout the website, including job listing pages and content sections.
- Google and other third-party vendors may use cookies or web beacons to serve ads based on a user's prior visits to our site or other websites.

b. Information Shared with Advertisers

We do not sell personal information. However, advertisers may receive aggregated and anonymized data to measure ad effectiveness, such as:

- Number of ad impressions
- User engagement metrics (e.g., clicks)
- General demographic information

c. User Choices

You may control the use of Google AdSense and personalized ads by visiting [Google Ad Settings](#). You can also adjust your browser settings to block cookies or notify you when they are used.

4. How We Share Your Information

We may share your information in the following circumstances:

- **With Employers:** If you apply to a job, your profile and resume will be shared with the employer who posted the position.
- **With Job Seekers:** Public company information such as job postings, company description, and branding assets may be visible to users.
- **With Service Providers:** We may engage third-party vendors for data hosting, analytics, payment processing, marketing, and customer support.
- **For Legal Reasons:** We may share data when required by law, legal process, or to protect the rights and safety of our users.
- **With Your Consent:** We may share your information with third parties if you give us explicit permission to do so.

We do not sell your personal information to any third party.

5. Cookies and Tracking Technologies

We use cookies and similar technologies to:

- Keep users logged in to their accounts
- Store user preferences
- Analyze site performance
- Deliver personalized job recommendations and ads

You can manage cookie preferences through your browser settings. Disabling cookies may affect certain features of the website.

6. Data Security

We implement appropriate technical and organizational measures to protect your information. This includes:

- Encrypted data storage
- Secure login protocols

- Firewalls and intrusion detection systems

While we strive to protect your data, no transmission method over the Internet is 100% secure. We encourage you to use strong passwords and keep them confidential.

7. User Rights and Choices

Depending on your jurisdiction, you may have the following rights regarding your personal data:

- Access the personal information we hold about you
- Correct or update your personal information
- Delete your account and personal data ("Right to be Forgotten")
- Restrict or object to processing of your data
- Withdraw consent at any time (where applicable)

To exercise these rights, please contact us at: **[Insert Contact Email]**

8. Data Retention

We retain personal data only for as long as necessary to:

- Provide you with services
- Comply with legal obligations
- Resolve disputes
- Enforce our agreements

If you delete your account, we will delete your personal information unless required by law to retain it.

9. International Data Transfers

If you access our services from outside the country where our servers are located (e.g., United States or EU), your data may be transferred and processed across international borders. By using our platform, you consent to the transfer of your data to countries that may have different data protection laws than your own.

10. Children's Privacy

Jobs and Career is not intended for children under the age of 16. We do not knowingly collect personal data from children. If we become aware that a child under 16 has provided personal data, we will delete that data immediately.

11. Third-Party Websites and Services

Our platform may include links to third-party websites and services. We are not responsible for the privacy practices or content of these third-party websites. We encourage users to review the privacy policies of any third-party websites they visit.

12. Changes to This Privacy Policy

We may update this Privacy Policy from time to time to reflect changes in our practices or legal requirements. If we make significant changes, we will notify you by posting an update on our site or contacting you via email.

Continued use of our services after the effective date constitutes acceptance of the updated policy.

13. Contact Us

If you have any questions, concerns, or requests regarding this Privacy Policy or our data practices, you may contact us at:

Jobs and Career

Email: jobsandcareers1@oulook.com

Website: <https://www.jobsandcareer.co.za>