

Terms and Conditions

Last updated : September 09, 2025

Welcome to Job50+ (the “Platform”), operated by Speak Up SRL, a legal entity registered in Belgium.

Acceptance of terms

By accessing or using the services provided by Job50+ (the Platform), you (“User” or “You”) agree to be bound by these Terms and Conditions (“Terms”). If you do not agree, you are prohibited from using the platform.

Definitions

- **Platform** : The online service operated by Job50+ for posting and managing job advertisements and attached services.
- **Employer**: A business or individual posting job opportunities via the platform.
- **Job Poster** : Content created by an Employer to advertise a job.
- **User**: Any individual or entity using the Platform, including Employers, jobseekers and visitors.
- **Content**: All text, data, images, and other material uploaded or submitted to the Platform.

User Account

- You must create an account to post jobs. You are responsible for maintaining account security and for all activities under your account.
- You agree to provide accurate, complete, and up-to-date information during registration.
- You agree that all personal data you registered on the platform will be shared with suitable recruiting companies, with whom a possible match can be determined, in the objective that they will be contacting you for a possible job interview.
- Job50+ reserves the right to suspend or terminate accounts violating these Terms.

Job Postings

- **Eligibility**: Only legal employers (e.g. registered businesses or self-employed individuals) may post jobs.
- **Compliance**: Job postings must comply with Belgian law and the local labor law in which the Employer is registered (e.g., non discrimination, transparency in job descriptions).
- **Moderation**: Job50+ reserves the right to review, edit, or remove job postings that violate these Terms or applicable laws.
- **Fees** : Posting jobs may incur fees as outlined in the pricing section.

Fees and Payment

- Employers agree to pay all fees to job postings
- Payment methods and terms are outlined in the pricing section of the Platform.
- Late or failed payments may result in suspended account access.
- No refunds are provided for expired or removed job postings.

User Content

- Ownership : You retain ownership of your Content, but grant Job50+ a non-exclusive, royalty-free, worldwide license to use, reproduce and display Content for operational purposes.
- Prohibited Content : You may not post illegal, discriminatory, or misleading information.
- Accuracy: You represent that all Content is accurate and complies with Belgian law, EU law and all local laws of the country in which your business is registered.

User Conduct

You agree not to:

- Use bots, scrapers, or automated tools to access the platform.
- Impersonate others or misrepresent your identity.
- Engage in fraudulent or deceptive practices.

Violation may result in immediate termination of your account.

Limitation of Liability

Job50+ is not responsible for:

- The accuracy of job postings or Employer's conduct.
- Losses arising from use of the Platform, including but not limited to data loss, missed opportunities, or third-party claims.

Maximum Liability : In no event shall Job50+'s liability exceed the fees paid by you in the last 3 months.

Indemnification

You agree to indemnify Job50+ against claims, damages, or expenses arising from your use of the Platform, including breach of these Terms or third-party claims related to your Content.

Termination

- Job50+ may suspend or terminate your account at any time for violation of these Terms
- Termination does not affect Job50+'s right to pursue remedies for breaches.

Governing Law

These Terms are governed by the laws of Belgium. Disputes shall be resolved in the courts of Nivelles, Belgium, unless otherwise required by law.

Data Protection

We comply with the EU general Data Protection (GDPR). For details on how we handle your personal data, please review our **Privacy Policy** here under.

Amendments

Job50+ reserves the right to update these Terms at any time. Changes will be posted on the platform. Continued use constitutes acceptance of revised Terms.

Severability

If any provision is found invalid, the remaining provisions shall remain in full force.

Contact information

For questions, contact us at:

legal@job50.plus

Speak Up Srl - Rue du smohain 1, 1380 Ohain, Belgium

+32 493 82 13 60

By using the platform, you acknowledge that you have read, understood and agreed to these Terms.

Privacy Policy of use for Job50+

Privacy Policy

Last updated: September 09, 2025

Introduction

Welcome to Job50+ (the "Platform"), owned and operated by Speak Up SRL, a legal entity registered in Belgium. This Privacy Policy explains how we collect, use, protect your personal data when you interact with our Platform.

By using our services, you consent to the practices described in this policy. If you do not agree, please do not use our Platform.

Controller of your Data:

Controller : Job50+, owned and operated by Speak Up SRL.

Registered Address : Rue du smohain 1, 1380 Ohain.

Email : legal@job50.plus
Data Protection Officer : P. Waelkens.

Types of Data We Collect

We collect your data about two categories of users:

Employers/Recruiters

- First Name, Last Name, Phone Number, Email, preferred language, country of residence, company name, VAT number, company address, company website and payment details (e.g., credit card information for paid services).
- Job Posting content, including Job titles, Job short description, Job Description attachment and information pertaining to the 12 boxes of the Job50+ Job Matrix. These 12 boxes relate to Experience, Education, Languages, Hard Skills, Soft Skills, Working Visas, Employment type, Work Arrangement, Employment skills, Pay, Industry, City/Country.

Job Seekers

- First Name, Last Name, Phone Number, Email, preferred language, country of residence.
- Job search content, including Job titles, Self short description, Job Description, CV attachment and information pertaining to the 12 boxes of the Job50+ Job Matrix. These 12 boxes relate to Experience, Education, Languages, Hard Skills, Soft Skills, Working Visas, Employment type, Work Arrangement, Employment skills, Pay, Industry, City/Country.

Other Data Collected

- Technical Data (e.g., IP address, device type, browser type and usage patterns).
- Cookies and tracking data

How we use your data

Account management :

- To create and manage your account (Employer or Job Seeker)
- To verify your identity and prevent fraud.

Job Posting Services:

- To publish and manage job listings for Employers.
- To match job seekers and relevant job opportunities.
- To match job seekers with other relevant job services proposed by the Platform.

Communication:

- To send transactional emails (e.g., account verification, payment confirmations).
- To send marketing communications (with your consent).

Analytics and Improvement:

- To analyse user behaviour and improve our Platform.
- To detect and prevent security threats.

Compliance :

- To comply with legal obligations (e.g., tax reporting, anti-fraud measures).

Legal Basis for proceeding

We rely on the following legal bases under GDPR:

- Contractual Necessity : to fulfill your request for job posting services (Employers) or job applications (Job Seekers).
- Legitimate Interests : For analytics, security, and marketing (with your opt-in consent).
- Consent: For non-essential purposes like marketing emails.

Sharing your data

We may share your data with:

- **All suitable recruiting companies registered on our platform, with an active job-ad, looking to hire a profile matching to some extent with yours.**
- **Third-Party service providers:**
 - Payment processors (e.g., Stripe, Paypal) for transaction processing.
 - Analytics tools (e.g., Google Analytics).
 - Email service providers for sending communication.
- **Legal Requirements**
 - Disclose data to authorities if required by law (e.g., court orders).
- **Business Transfers:**
 - In the event of a merger, acquisition, or sale of assets.

We do not sell your data to third parties.

Data Retention

We retain your data:

- Employers : for 5 years after account closure, to comply with tax and legal obligations.
- Job Seekers : for 3 years after last activity, unless your request deletion.
- Technical data : for up to 2 years, for analytics and security purposes.

Your Rights

You have the following rights under GDPR:

- Access : Request a copy of your data.
- Rectification : Correct inaccurate data.
- Erasure : Delete your data (subject to legal obligations).
- Object : Object to processing for legitimate interests or direct marketing.
- Portability : Request data in a machine-readable format.
- Withdraw Consent : Opt out of marketing communications at any time.

To exercise these rights, contact us at legal@job50.plus

International Data Transfers

Your data may be processed in countries outside the EU (e.g, the United States). Such transfers are safeguarded by:

- Standard Contractual Clauses (SCCs) under GDPR.
- Data encryption and anonymization techniques.

Security Measures :

We implement technical and organisational measures to protect your data, including :

- Encryption of sensitive data (e.g., payment information)
- Access controls for employees and contractors
- Regular security audits and vulnerability assessments.

Cookies and Tracking:

We use cookies to :

- Enhance user experience (e.g, remember login sessions).
- Analyze traffic and improve our Platform.

Cookies Categories:

- **Essential cookies** : required for basic functionality.
- **Performance cookies** : Track usage patterns (e.g, Google Analytics).
- **Marketing cookies** : Deliver targeted ads (with your consent).

You can manage cookies preferences through your browser settings and cookie consent tool.

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