

Terms of Service — Candidates

Version: 1.0

Last Updated: 26 February 2026

Effective Date: 26 February 2026

1. Introduction

These Terms of Service for Candidates ("Terms") form a legally binding agreement between you ("you", "Candidate") and Svayz Ltd ("Svayz", "we", "our", "us"), a company registered in England and Wales (Company Number 17001057), governing your use of the Svayz recruitment platform at svayz.com (the "Platform").

By creating a candidate account or using candidate features on the Platform, you agree to these Terms. If you do not agree, you must not use the Platform.

Please read these Terms carefully before registering.

2. Eligibility

You may use the Platform as a candidate if:

- You are at least 16 years of age
- You have the legal right to work in at least one country
- You provide accurate, honest information about yourself and your professional background
- You are not prohibited from using the Platform by any applicable law

If you are under 18, you confirm you have obtained appropriate parental or guardian consent.

3. Your Account

3.1 Registration

To access candidate features, you must create an account via our authentication provider (Clerk). You are responsible for:

- Providing accurate registration details
- Keeping your login credentials secure
- All activity that occurs under your account
- Notifying us immediately of any unauthorised use

3.2 Profile Accuracy

Your candidate profile, CV, and application submissions must accurately represent your skills, qualifications, and experience. Misrepresentation is grounds for account termination and may have legal consequences.

3.3 Account Security

Do not share your account with others. We are not responsible for losses arising from unauthorised account access caused by your failure to maintain credential security.

4. Platform Services for Candidates

Svayz provides the following free services to candidates:

- **Job discovery:** Search, browse, and filter job listings
- **Job bookmarking:** Save jobs for later review (guest and authenticated)
- **Profile creation:** Build a professional profile with CV upload
- **Job applications:** Apply to roles through the Platform
- **AI matching:** Receive compatibility scores and recommendations
- **Application tracking:** View application status and history
- **AI-assisted interviews:** Participate in structured AI screening interviews where offered by employers

4.1 Free Access

Candidate features are provided free of charge. Svayz reserves the right to introduce premium candidate features in the future, which will be clearly communicated.

5. Your Obligations

5.1 Accuracy

You must ensure all information you submit is truthful and accurate, including:

- Personal information and contact details
- Work history, job titles, and employment dates
- Qualifications, certifications, and educational credentials
- Skills and competencies

5.2 Acceptable Use

You must comply with our [Acceptable Use Policy](/acceptable-use) at all times.

5.3 Application Conduct

When applying for roles through the Platform:

- Submit applications only for roles you are genuinely interested in and eligible for
- Do not submit bulk or automated applications using bots or scripts
- Respond to employer communications in good faith

5.4 AI-Assisted Interviews

If you participate in an AI-assisted interview:

- Your responses must reflect your own genuine knowledge, skills, and experience
- Do not use prohibited aids (e.g., real-time AI response generation during live assessments) unless the employer explicitly permits this
- You will be informed before any AI interview begins

6. AI Processing of Your Data

By using the Platform, you consent to Svayz processing your personal data using AI systems for the following purposes:

- CV parsing and profile creation
- Job matching and compatibility scoring
- Application screening (your application data may be presented to employers as AI-generated summary reports)
- AI-assisted interview analysis

AI outputs are advisory only. You can request human review of any AI assessment affecting you. See our [AI Transparency Notice](/ai-transparency) for full details.

7. Your Content

7.1 Ownership

You retain ownership of content you submit to the Platform (profile content, CV, application materials, interview responses). By submitting content, you grant Svayz a non-exclusive, royalty-free licence to use that content for the following purposes:

- Providing the Platform services (matching, screening, displaying to employers you apply to)
- Improving our AI models (only using anonymised/aggregated data)
- Legal compliance and fraud prevention

7.2 Accuracy and Originality

You are responsible for ensuring your content:

- Does not infringe any third-party intellectual property rights
- Does not contain illegal content
- Accurately represents your own work and experience

7.3 Removal

You may delete your profile and content at any time. Subject to our data retention policy, your data will be deleted within 30 days of account closure.

8. Privacy

Your personal data is processed in accordance with our [Privacy Policy](/privacy). Key points for candidates:

- Your CV and profile are visible to employers only when you apply to their roles
- We do not sell your personal data to third parties
- You have full data rights under UK GDPR including access, correction, deletion, and portability
- AI processes your data to provide the services described above

9. Employer Relationship

Svayz is a platform intermediary. We are not your employer and do not make hiring decisions. All hiring decisions are made by employers independently. Svayz:

- Does not guarantee employment outcomes
- Is not responsible for employer conduct or decisions
- Does not validate employer job postings beyond basic platform compliance checks

If you have concerns about an employer or job posting, report it to infra-admin@svayz.com.

10. Service Availability

We aim to provide a reliable service but do not guarantee uninterrupted availability. Svayz may:

- Modify, suspend, or discontinue features with reasonable notice
- Carry out maintenance that temporarily affects access
- Restrict access in response to security incidents

We will provide at least 30 days' notice for discontinuation of core services where technically and legally possible.

11. Limitation of Liability

To the maximum extent permitted by law:

- Svayz is not liable for indirect, consequential, or incidental damages arising from Platform use

- Our total liability to you in any 12-month period is limited to £100
- We are not responsible for the conduct of employers, quality of job postings, or hiring outcomes

Nothing in these Terms limits our liability for death or personal injury caused by our negligence, fraud, or fraudulent misrepresentation, or any other liability that cannot be excluded by law.

12. Termination

12.1 By You

You may close your account at any time from your account settings. Account closure is effective immediately.

12.2 By Svayz

We may suspend or terminate your account if you:

- Breach these Terms or our Acceptable Use Policy
- Provide false or misleading information
- Engage in conduct harmful to other users or the Platform

Where feasible, we will warn you before termination unless the breach is serious.

13. Changes to These Terms

We may update these Terms from time to time. For material changes, we will:

- Email registered users at least 30 days before changes take effect
- Display a notice on the Platform

Continued use after changes take effect constitutes acceptance of the updated Terms.

14. Governing Law and Disputes

These Terms are governed by the laws of England and Wales. Any disputes that cannot be resolved informally will be subject to the exclusive jurisdiction of the courts of England and Wales.

Before commencing legal action, please attempt to resolve disputes informally by contacting infra-admin@svayz.com.

15. Contact Us

General: infra-admin@svayz.com

Privacy: infra-admin@svayz.com

Trust and Safety: infra-admin@svayz.com

Address: Swayz Ltd, 124-128 City Road, London, England EC1V 2NX