



Candidate & Employer Agreement

Effective Date: Jan 2025

Last Updated: Jan 2025

Welcome to **Need an Optom** ("we," "us," or "our"). By registering and using our recruitment services, both **candidates and employers** agree to the terms outlined in this agreement.

This agreement sets out the **responsibilities and expectations** of both parties and ensures compliance with **UK GDPR, employment laws, and fair recruitment practices**.

 **By ticking the checkbox on the registration form, you acknowledge that you have read and agreed to this Candidate & Employer Agreement.**

1. Responsibilities of Candidates

By registering as a **candidate**, you agree that:

- All information provided (e.g., CV, work experience, qualifications) is **accurate, truthful, and up to date**.
- You have the **legal right to work** in the UK or the relevant country of employment.
- You give **explicit consent** for your data to be processed and shared with potential employers in accordance with our **Privacy Policy**.
- You understand that **submitting an application does not guarantee job placement**.
- You will **not engage in fraudulent activity** (e.g., providing false qualifications, misrepresenting experience).
- You will behave professionally when communicating with employers through our platform.

Failure to comply with these terms may result in suspension or removal of your profile.

2. Responsibilities of Employers

By registering as an **employer**, you agree that:

- ✓ All job postings must be **genuine, legal, and non-discriminatory**, in compliance with the **Equality Act 2010** and employment laws.
- ✓ You will **not advertise misleading, unlawful, or expired job vacancies**.
- ✓ You will only use **candidate data** for **recruitment purposes** and will not share, sell, or misuse this information.
- ✓ You are responsible for **ensuring fair and transparent hiring processes**.
- ✓ You understand that **we do not guarantee candidate suitability, performance, or retention**.
- ✓ You will not discriminate against candidates based on **age, gender, race, disability, religion, or any other protected characteristic**.

We reserve the right to **remove job postings or suspend accounts** that violate these terms.

3. Data Processing & Privacy

- We collect and process **personal data** in compliance with **UK GDPR**.
- Candidates' information will only be shared with employers for **legitimate recruitment purposes**.
- Employers agree to handle candidate data responsibly and in line with **data protection laws**.
- Both parties can **request data removal** at any time (see our **Privacy Policy** for more details).

📌 **By registering, you consent to the processing of your data as outlined in our Privacy Policy.**




4. Disclaimers & Liability

- ◆ **No Employment Guarantee:** We facilitate job matching but **do not guarantee job offers, employment duration, or employer reliability**.
- ◆ **No Liability for Employment Disputes:** We are **not responsible** for disputes between candidates and employers, including **salary issues, contract disputes, terminations, or workplace conditions**.
- ◆ **Third-Party Responsibility:** We are not responsible for **external job listings, employer conduct, or decisions made after introductions**.

Candidates and employers must conduct their own due diligence before entering into any employment agreements.

5. Termination & Account Suspension

We reserve the right to **suspend or terminate** any account if:

-  A candidate provides **false or misleading information**.
-  An employer posts **fraudulent, discriminatory, or misleading job adverts**.
-  Either party misuses the platform or breaches this agreement.


Users may **request account deletion** at any time by contacting hello@needanoptom.com

6. Governing Law


This agreement is governed by **UK law**. Any disputes shall be handled in **UK courts**.

7. Contact Us

For any questions regarding this agreement, please contact:

 **Address:** 869 High Road, London, United Kingdom, N12 8QA

 **Email:** hello@needanoptom.com

 **Phone:** 020 3846 8888

 **This agreement must be accepted before using our recruitment services.**