



Terms & Conditions

Effective Date: Jan 2005

Last Updated: Jan 2005


Welcome to **Need an Optom** ("we," "us," or "our"). These Terms & Conditions govern your use of our **recruitment website www.needanoptom.com** and services. By accessing or using our website, you agree to comply with these terms.

If you do not agree with any part of these terms, please **do not use our services**.


1. Who We Are

Need an Optom is a recruitment agency that connects **candidates** with potential employers and provides **recruitment solutions for businesses**.

Our registered business address is:

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

 **Email:** hello@needanoptom.com

 **Phone:** 020 3846 8888

2. Our Services

We provide the following services:

- ✓ **Job listings & applications** for candidates.
- ✓ **Recruitment & talent acquisition** for employers.
- ✓ **Career advice, CV support, and industry insights**.

Our website is intended for **job seekers, employers, and recruitment professionals**.

3. Eligibility

To use our services, you must:

- ✓ Be **at least 18 years old** or have legal permission to work.
- ✓ Provide **accurate and truthful** information.
- ✓ Use the website **in compliance with applicable laws**.

Employers using our services must ensure **all job postings are genuine and non-discriminatory**.

4. Candidate Responsibilities

By using our website as a **candidate**, you agree that:

- You are responsible for **the accuracy of your CV and application details**.
- You will **not submit false or misleading information**.
- You understand that **we do not guarantee job placement**.

We **may remove** any profile that violates these terms.

5. Employer Responsibilities

By using our website as an **employer**, you agree that:

- All **job listings** must be **accurate, legal, and non-discriminatory**.
- You must comply with **employment laws** and **data protection regulations** (e.g., UK GDPR).
- You will **not misuse candidate data** for any purpose outside of recruitment.

Failure to comply may result in **account suspension or legal action**.

6. Use of Our Website

You agree **not to**:

- ✗ Use the site for **unauthorized commercial activities**.
- ✗ Post or transmit **offensive, false, or unlawful content**.
- ✗ Attempt to **hack, disrupt, or interfere** with the website.

We **reserve the right** to remove content or restrict access if these rules are violated.

7. Privacy & Data Protection

Your personal data is handled according to our **Privacy Policy**, which explains:

- ◆ What data we collect.
- ◆ How we use and protect your data.
- ◆ Your rights under **UK GDPR**.

By using our website, you **consent to our data practices**.

8. Limitation of Liability

We are **not responsible** for:

- ✗ Job offers made by employers.
- ✗ The accuracy of job postings.
- ✗ Any loss or damages resulting from **job applications, employment decisions, or service disruptions**.

Our services are provided “**as is**”, and we make **no guarantees** regarding job placement or hiring outcomes.

9. Intellectual Property

All content on our website, including **logos, text, graphics, and software**, is **owned or licensed by us** and protected under copyright law.

You may **not copy, modify, or distribute** our content without written permission.

10. Third-Party Links

Our website may contain links to **third-party websites (e.g., employer websites, external job boards)**. We **do not control** these sites and are **not responsible** for their content or privacy policies.

11. Termination of Services

We may suspend or terminate your account if you:

- ✗ Violate these Terms & Conditions.
- ✗ Misuse our platform for **fraudulent or illegal activities**.

You may stop using our services at any time by deleting your account.

12. Changes to These Terms

We may update these Terms & Conditions periodically. Any changes will be **posted on this page**, and if significant, we will notify users via email or website pop-ups.

Last Updated: Jan 2025

13. Governing Law


These Terms & Conditions are governed by **UK law**. Any disputes will be resolved in **UK courts**.

14. Contact Us

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

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

 **Email: hello@needanoptom.com**

 **Phone: 020 3846 8888**