

Terms and conditions

Last updated: December 10, 2025

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

Acceptance of conditions

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

Definitions

- **Platform:** The online service operated by Job50+ for the publication and management of job offers and related services.
- **Employer:** A company or individual posting job offers via the platform.
- **Job offer :** Content created by an employer to advertise a job opening.
- **User :** Any natural or legal person using the Platform, including employers, job seekers and visitors.
- **Content :** All texts, data, images and other elements uploaded or submitted to the Platform.

User account

- You must create an account to post job openings or to search for jobs. You are responsible for the security of your account and all activities related to it.
- You agree to provide accurate, complete and up-to-date information when registering.
- You agree that all personal data you have registered on the platform may be shared with appropriate recruitment companies, with whom a possible match may be determined, for the purpose of contacting you for a job interview.
- Job50+ reserves the right to suspend or terminate accounts that violate these terms and conditions.

Job offers

- **Eligibility criteria:** Only legally registered employers (e.g., registered companies or self-employed individuals) may post job offers.

- Compliance: Job offers must comply with Belgian law and the local labor law in which the employer is registered (e.g., non-discrimination, transparency of job descriptions).
- Moderation: Job50+ reserves the right to review, modify or remove job postings that violate these terms or applicable laws.
- Fees: Posting job offers may incur fees, as detailed in the pricing section.

Fees and payment

- Employers agree to cover all costs related to job offers.
- The terms and conditions of payment are detailed in the "Pricing" section of the platform.
- Any delay or failure to pay may result in the suspension of account access.
- No refunds are given for expired or deleted job offers.

User content

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

User behavior

You agree not to:

- Use bots, scrapers, or automated tools to access the platform.
- To impersonate someone else or to falsify one's identity.
- Engaging in fraudulent or deceptive practices.

Any violation may result in the immediate termination of your account.

Limitation of liability

Job50+ is not responsible for:

- The accuracy and content of user profiles on the platform.
- The accuracy and content of job postings published by users, nor the conduct of the employer.
- The accuracy and content of profiles published by users seeking employment.
- Losses arising from the use of the Platform, including, but not limited to, data loss, missed opportunities, or third-party claims.

Maximum liability: Job50+'s liability will in no case exceed the fees you have paid during the last 3 months.

Compensation

You agree to indemnify Job50+ against any claim, damage or expense arising out of 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 in the event of a violation of these terms and conditions.
- Termination does not affect Job50+'s right to pursue remedies in the event of breaches.

Applicable law

These terms and conditions are governed by Belgian law. Any dispute will be subject to the exclusive jurisdiction of the courts of Nivelles, Belgium, unless otherwise provided by law.

Data protection

We comply with the EU General Data Protection Regulation (GDPR). For more information on how we process your personal data, please see our **Privacy Policy** below.

Amendments

Job50+ reserves the right to modify these terms and conditions at any time. Modifications will be published on the platform. Continued use of the platform constitutes acceptance of the modified terms and conditions.

divisibility

If any provision is deemed invalid, the other provisions remain in full force and effect.

Contact details

For any questions, please contact us at the following address:

legal@job50.plus

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

+32 493 82 13 60

By using this platform, you acknowledge that you have read, understood and accepted these terms and conditions.

Job50+ Privacy Policy

Privacy Policy

Last updated: September 9, 2025

Introduction

Welcome to Job50+ (the “Platform”), owned and operated by Speak Up SRL, a company incorporated under Belgian law. This Privacy Policy explains how we collect, use, and 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.

Data controller for 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 concerning two categories of users:

Employers/Recruiters

- First name, last name, telephone number, email address, preferred language, country of residence, company name, VAT number, company address, company website and payment information (e.g., credit card information for paid services).
- Content of the job offer, including job titles, brief job description, job description attachment and information relating to the 12 boxes of the Job50+ job matrix. These 12 boxes relate to experience, education, languages, technical skills, general skills, work visas, type of employment, working arrangements, professional skills, remuneration, sector of activity and city/country.

job seekers

- First name, last name, phone number, email address, preferred language, country of residence.
- Job search content, including job titles, a brief self-description, the job description, the CV attachment, and information relating to the 12 boxes of the Job50+ employment matrix. These 12 boxes relate to experience, education, languages, technical skills, general skills, work visas, type of employment, working arrangements, professional skills, remuneration, sector of activity and city/country.

Other data collected

- Technical data (e.g., IP address, device type, browser type, and usage habits).
- 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:

- Publish and manage job postings for employers.
- Connecting job seekers with relevant job offers.
- Connecting job seekers with other relevant employment services offered by the Platform.

Communication:

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

Analysis and improvement:

- Analyze user behavior and improve our platform.
- Detect and prevent security threats.

Compliance :

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

Legal basis of the procedure

We rely on the following legal bases under the GDPR:

- Contractual necessity: to respond to your request for job posting services (employers) or applications (candidates).
- Legitimate interests: For analysis, security and marketing purposes (with your explicit consent).
- Consent: For non-essential purposes such as marketing emails.

Sharing your data

We may share your data with:

- **All suitable recruitment companies registered on our platform, with an active job offer, are looking for a profile that may match yours.**
- **Third-party service providers:**
 - Payment processors (e.g., Stripe, Paypal) for processing transactions.
 - Analytics tools (e.g., Google Analytics).
 - Email service providers for sending communications.

- **Legal requirements**
 - Disclose data to authorities if required by law (e.g., under 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 the account is closed, to comply with tax and legal obligations.
- Job seekers: for 3 years after the last activity, unless you request the deletion of your account.
- Technical data: for a maximum period of 2 years, for analysis and security purposes.

Your rights

You have the following rights under the GDPR:

- Access: Request a copy of your data.
- Correction: Correct the inaccurate data.
- Erasure: Deletion of your data (subject to legal obligations).
- Subject: Objecting to the processing of data for legitimate interests or direct marketing purposes.
- Portability: Requesting data in a machine-readable format.
- Withdrawal of consent: You can unsubscribe from marketing communications at any time.

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

International data transfers

Your data may be processed in countries outside the EU (for example, the United States).

These transfers are governed by:

- Standard contractual clauses (SCCs) under the GDPR.
- Data encryption and anonymization techniques.

Security measures:

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

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

Cookies and tracking:

We use cookies to:

- Improve user experience (e.g., remember login sessions).
- Analyze the traffic and improve our platform.

Cookie categories:

- **Essential cookies** : necessary for basic operation.
- **Performance cookies** : allow tracking of usage patterns (e.g., Google Analytics).
- **Marketing cookies** : To display targeted advertisements (with your consent).

You can manage your cookie preferences via your browser settings and the cookie consent tool.

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