

By registering or using SKYABOT Ltd.'s business application, you agree to these Terms and Conditions ("Terms") which govern your access and use of our AI-driven recruitment services. If you do not agree, you may not use the platform.

1. Service Description

SKYABOT Ltd. provides AI-based recruitment tools designed to match candidates with job opportunities. Services include:

- Smart applicant matching
- Instant feedback to candidates
- Job description assistance
- Market insights and onboarding support

2. Eligibility and Registration

Only authorized representatives of legal business entities may register. You warrant that all provided information is accurate and that you have authority to act on behalf of your organization.

3. Use of the Platform

For Companies:

- You agree to provide accurate job details and requirements.
- You authorize SKYABOT to process necessary data for recruitment purposes.
- Final hiring decisions rest solely with your company.

For Candidates:

- By applying, you consent to your data being processed and shared with potential employers.
- SKYABOT does not guarantee employment or job placement.

4. Data Collection and Use

Data is processed under GDPR compliance. We may collect and store:

- Resume/ CV
- Name
- E-mail address
- Location
- Studies Degree
- Nationality
- Identification number related to nationality
- Mobile Phone number
- Current Job status

- Personal Photography
- Payment method information

5. Candidate Eligibility Disclaimer

SKYABOT Ltd. acts solely as a technological intermediary that facilitates the connection between candidates and companies through AI-based recommendations. SKYABOT Ltd. does not guarantee the legal or professional eligibility of any candidate submitted through its platform. The responsibility for verifying a candidate's qualifications, legal right to work, certifications, or any other required criteria rests solely with the hiring company.

In accordance with Article 5(1)(d) of the General Data Protection Regulation (EU Regulation 2016/679), which establishes the principle of data accuracy, SKYABOT Ltd. undertakes reasonable efforts to ensure data accuracy based on information provided by users. However, SKYABOT Ltd. shall not be held liable for any damages, losses, or disputes arising from inaccurate, incomplete, or misleading information submitted by candidates.

Employers are encouraged to conduct their own independent background checks and eligibility verifications as part of their recruitment process.

6. AI-Based Recommendations

Our algorithms analyze multiple data points to suggest candidates. However:

- AI suggestions are limited by available data.
- Human oversight is essential in all hiring decisions.
- SKYABOT is not liable for mismatches or reliance on automated suggestions.

7. Fees and Payments

- Service fees will be outlined in the commercial agreement or invoice.
- Late or failed payments may result in suspended access.

8. User Responsibilities

You agree to:

- Provide truthful and current data.
- Not misuse the system or engage in unethical practices.
- Avoid uploading unlawful, defamatory, or misleading content.

9. Intellectual Property

All software, content, algorithms, and tools provided are owned by SKYABOT Ltd. You may not copy, redistribute, or use them beyond the agreed scope.

10. Limitation of Liability

To the fullest extent permitted by law, SKYABOT Ltd. disclaims liability for:

- Indirect or consequential damages
- Decisions based on AI-generated recommendations
- Technical failures or service interruptions

11. Termination

We may suspend or terminate your access if:

- You breach these Terms or applicable law.
- You submit fraudulent or harmful data.
- You compromise system security.

You may terminate your use by providing written notice, but must fulfill outstanding payments or obligations.

12. Governing Law

These Terms are governed by the laws of Bulgaria and relevant provisions of the EU General Data Protection Regulation (Reg. 2016/679), especially Articles 5, 6, 7, 12–21, 25, 33–39.

13. Changes to These Terms

We reserve the right to update these Terms. Continued use after updates constitutes acceptance.

Last update: May 1st, 2025.