

Terms and Conditions for Users of StartupJobs.cz

Terms and Conditions of StartupJobs.com s.r.o., Company ID No. 29153786, VAT No. CZ29153786, with its registered office at Šostakovičovo náměstí 1515/5, 155 00 Prague 5 – Stodůlky, registered in the Commercial Register maintained by the Municipal Court in Prague, Section C, Insert 204709, governing access to and use of the websites www.startupjobs.cz and www.startupjobs.com.

1. Introductory Provisions

1. These Terms and Conditions govern the rights and obligations of the Provider and individuals using the websites www.startupjobs.cz and www.startupjobs.com, both when accessing StartupJobs.cz and during subsequent use, as well as other related legal relationships. StartupJobs.cz serves as a platform for posting job offers and candidate profiles focused on employment in startups.
2. These Terms apply to registered Users. For unregistered users, the provisions of the Terms shall apply accordingly.
3. By registering or otherwise using StartupJobs.cz, the User is required to familiarize themselves with the current version of the Terms and to comply with the obligations arising therefrom.

2. Definitions

Terms used in these Terms and Conditions with an initial capital letter have the following meaning:

- **Terms:** These Terms and Conditions;
- **Provider:** StartupJobs.com s.r.o., Company ID No. 29153786, VAT No. CZ29153786, with its registered office at Šostakovičovo náměstí 1515/5, 155 00 Prague 5 – Stodůlky, registered in the Commercial Register maintained by the Municipal Court in Prague, Section C, Insert 204709;
- **StartupJobs.cz:** The web portal available at www.startupjobs.cz and www.startupjobs.com;
- **User:** A natural person who visits StartupJobs.cz for the purpose of viewing job offers, including registered Users;
- **Registered User:** A User who registers a user account on StartupJobs.cz.

3. Description of Service

1. Creation and management of a user profile containing information about the user and their history relevant to finding a suitable job offer.
2. Registration is free of charge.

4. User Registration

1. The User may create a user account by clicking the [Log in] button and then selecting the [Register] tab.
2. During registration, the User is required to provide the information requested by the Provider (name, email address, password), or alternatively use a third-party service to register.
3. By filling out the required information and clicking the [Register] button, the User completes their registration.
4. The Provider reserves the right to reject any registration or creation of a profile without giving a reason. The Provider is also entitled to cancel an already created user account if the User breaches any obligations arising from these Terms. In such a case, the Provider shall send the Registered User a justification.

5. User Obligations

1. When creating a profile, the User must register under their real name and provide truthful and up-to-date information. The Provider is entitled to make this information publicly available via the internet in relation to potential employers.
2. Each User may have only one account.
3. Users may not publish any content or information on the StartupJobs.cz website that is in violation of applicable legal regulations in the Czech Republic or in other countries where the service is available, especially content that:
4. infringes on the copyright or related rights of third parties,
5. violates the personal rights of third parties,
6. contravenes laws protecting against incitement to hatred towards any nation, ethnic group, race, religion, class, or other group of people, or restricting the rights and freedoms of their members.
7. The User is solely responsible for the content of information stored at their request.
8. Users are required to maintain the confidentiality of their user account login credentials and must prevent any unauthorized third parties from using the account, except for authorized representatives in the case of legal entities.

6. Use of the StartupJobs.cz Portal

1. The User agrees to the use of remote communication means when concluding an agreement with the Provider. Access to and use of StartupJobs.cz is free of charge.

However, the User bears any costs incurred in connection with accessing and using StartupJobs.cz (e.g., internet connection fees).

2. Users may respond to published Offers without the need for registration. If interested, the User may register and publish their own candidate profile.
3. A user account created through registration may be deleted at any time without any penalties or restrictions.
4. The User acknowledges that the Provider rents space on StartupJobs.cz for the publication of Offers and, in accordance with Section 5 of Act No. 480/2004 Coll., on Certain Information Society Services and on Amendments to Certain Acts (Information Society Services Act), as amended, is not responsible for the content of stored information or for any potentially harmful or inappropriate content or presentation of content published by Users on StartupJobs.cz. The Provider is not liable for the completeness, accuracy, or truthfulness of any content published on StartupJobs.cz, nor for any unfair competition or infringement of personal or intellectual property rights.
5. The Provider is entitled (but not obliged) to carry out preventive checks of information stored or disseminated by the User through the service. If the content of such information could violate the Terms, applicable legislation, or good morals, the Provider is entitled to delete such information or prevent its distribution.
6. If, in connection with the User's activity on StartupJobs.cz, a third party asserts any rights against the Provider, the User undertakes to promptly provide the Provider with all documents and materials necessary for successfully defending against such claims. If a third party claims that their rights have been infringed by the storage or dissemination of information by the User—especially copyright-protected material or through unfair competition—the User undertakes to reimburse the Provider for all reasonable costs incurred in connection with the dispute.
7. The Provider does not guarantee uninterrupted access to StartupJobs.cz or to user accounts, nor the flawless operation or security of StartupJobs.cz. The Provider is not liable for any damages incurred by the User in connection with accessing or using StartupJobs.cz, including damages from downloading published data, service interruptions, system malfunctions, computer viruses, data loss, loss of profit, or unauthorized access to User transmissions or data.
8. Clicking on some links on the StartupJobs.cz portal may lead the User to leave the portal and be redirected to third-party websites.
9. The Provider reserves the right to restrict or terminate the User's access to StartupJobs.cz at any time. In such cases, the User has the right to withdraw from the service within 30 days.
10. The User may only promote the use of StartupJobs.cz or other Provider products and services independently or in cooperation with a third party with the prior written consent of the Provider.

7. License

1. If the User uploads a profile photo or other content within their profile or user account, they grant the Provider a non-exclusive, royalty-free license to use such photos or content on the StartupJobs.cz platform from the moment of publication, for the duration of their presence in the user account, and in ways consistent with the purpose of the Service and these Terms.

8. Personal Data Processing and Cookies

1. The processing of personal data and the use of cookies is governed by the Privacy Policy available at <https://www.startupjobs.cz/osobni-udaje> and the Cookie Policy available at <https://www.startupjobs.cz/cookies>. These documents form an integral part of these Terms.

9. Sorting

1. The Provider uses recommendation systems on the StartupJobs.cz portal to sort job offers.
2. Key parameters for recommendations include: the time of publication of the Offer, prioritization of Offers from Customers who use additional services (such as promotion or banner advertising), and the relevance of the Offer to the User's profile (personalization).

10. Final Provisions

1. The Provider may amend or supplement these Terms at any time. Any changes will be announced by publishing them on the StartupJobs.cz website and by sending a notification to the User's email address provided during registration. Amendments to the Terms shall not affect rights and obligations that arose during the validity of a previous version.
2. If the relationship related to the use of the website or a contractual relationship between the User and the Provider involves an international (cross-border) element, such relationship shall be governed by Czech law. Any disputes arising in connection with such a relationship shall fall within the jurisdiction of the general courts of the Czech Republic.
3. If a dispute arises between the Provider and a User who is a consumer and the dispute cannot be resolved by mutual agreement, the dispute may be subject to out-of-court resolution by the designated authority — the Czech Trade Inspection Authority. More information, including how to file a motion for out-of-court resolution, can be found at www.coi.cz, or the designated authority may be contacted at adr@coi.cz.

4. If any provision of the Terms is or becomes invalid or ineffective, it shall be replaced by a provision whose meaning most closely reflects the original intent. The invalidity or ineffectiveness of one provision shall not affect the validity of the remaining provisions.
5. The Provider can be contacted via the contact details listed at <https://www.startupjobs.cz/kontakt>.
6. These Terms and Conditions shall take effect on 18 July 2025.

11. Dispute Resolution

1. If you are dissatisfied, do not hesitate to contact us at support@startupjobs.cz.
2. For out-of-court resolution of consumer disputes, the competent authority is the Czech Trade Inspection Authority (Department for Alternative Dispute Resolution – ADR), with its registered office at Gorazdova 24, 120 00 Prague 2, Company ID No.: 000 20 869, website: <http://www.coi.cz>.
3. For cross-border disputes, you may contact the European Consumer Centre Czech Republic, also located at Gorazdova 24, 120 00 Prague 2.
Website: <http://www.evropskyspotrebitel.cz> — this is the contact point pursuant to Regulation (EU) No. 524/2013 of the European Parliament and of the Council of 21 May 2013 on online dispute resolution for consumer disputes and amending Regulation (EC) No. 2006/2004 and Directive 2009/22/EC (ODR Regulation).