

1) Terms & Conditions — Naukridirect.com

Effective Date: January 18, 2026

Website: Naukridirect.com (“Platform”)

Owned/Operated by: Nikisoft, New Delhi, India (“Nikisoft”, “we”, “us”, “our”)

Contact: pricvacy@nikisoft.net

These Terms & Conditions (“Terms”) govern your access to and use of Naukridirect.com and related services. By accessing or using the Platform, you agree to these Terms and our Privacy Policy.

If you do not agree, do not use the Platform.

1. Definitions

- **“Candidate/Job Seeker”:** A user seeking jobs and creating a profile/resume on the Platform.
 - **“Employer/Recruiter”:** A user posting jobs or searching candidates for hiring.
 - **“User”:** Any person or entity using the Platform.
 - **“Content”:** Information, text, images, resumes, job posts, messages, and other data uploaded or displayed.
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2. Eligibility (18+ Only)

- The Platform is intended for users **18 years or older**.
 - By using the Platform, you confirm you are **18+** via **self-declaration**.
 - We may suspend or delete accounts if we believe a user is under 18.
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3. Account Registration & Security

- You may register using email/phone and/or **Google Login** (where available).
 - You agree to provide accurate information and keep it updated.
 - You are responsible for maintaining the confidentiality of your login credentials and for all activities under your account.
 - Notify us immediately if you suspect unauthorized access.
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4. Platform Services

Naukridirect.com provides features including:

- Candidate profile creation and **Resume/CV upload**
- Job search and job applications
- Employer job postings and candidate discovery (as applicable)
- Messaging/notifications including via **SMS/WhatsApp** (as per settings and service needs)

We may modify, add, or remove features at any time.

5. User Responsibilities & Acceptable Use

You agree that you will **not**:

- Post false, misleading, defamatory, obscene, hateful, or illegal content
- Impersonate any person/entity or misrepresent affiliation
- Post discriminatory job listings or content in violation of applicable law
- Harvest user data, scrape the site, or use bots without permission
- Attempt to hack, disrupt, or reverse engineer the Platform
- Upload malware or harmful code

We may remove content and suspend/terminate accounts for violations.

6. Candidate Responsibilities

Candidates agree that:

- Profile/resume details are accurate and not misleading
 - Documents uploaded do not violate others' rights (copyright, privacy, etc.)
 - You understand employers may contact you via the platform and/or contact details you provide
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7. Employer/Recruiter Responsibilities

Employers/Recruiters agree that:

- Job postings are accurate, lawful, and not misleading

- You will use candidate data only for legitimate hiring purposes
 - You will not charge illegal fees to candidates or engage in fraudulent hiring practices
 - You will comply with applicable labor, employment, and anti-discrimination laws
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8. Background Checks

Where the Platform enables or facilitates **background checks**:

- Such checks may require additional details and/or consent depending on the role and applicable law
 - Background checks may be conducted by Nikisoft and/or third-party providers (if used in future)
 - Results are not guaranteed to be complete/accurate and must be assessed responsibly
 - You agree not to misuse background check data
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9. Content Ownership & License

- You retain ownership of Content you submit.
 - By uploading Content, you grant Nikisoft a **non-exclusive, worldwide, royalty-free license** to host, store, reproduce, display, and distribute your Content **only to operate and provide the Platform services** (e.g., sharing your resume with employers you apply to).
 - You confirm you have rights to upload the Content.
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10. Data Sharing & Privacy

Your use is also governed by our Privacy Policy. Key points:

- Candidate profiles/resumes may be shared with employers when you apply or choose to share
 - We use cookies/analytics and may send service notifications via SMS/WhatsApp
 - Data may be processed on **India and global infrastructure** as described in the Privacy Policy
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11. Prohibited Jobs / Activities

The Platform must not be used for:

- Illegal jobs, scams, or misleading recruitment
 - Human trafficking, forced labor, or exploitative practices
 - Any activity violating applicable laws or third-party rights
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12. Termination & Suspension

We may suspend or terminate access if:

- You violate these Terms or applicable laws
- Your content harms users or the Platform
- Required by law or valid legal request

You may delete your account where available. Certain data may remain in backups for a limited period as per Privacy Policy.

13. Disclaimers

- We do not guarantee employment, interviews, or candidate selection.
 - We do not verify every job post, employer, candidate, or resume.
 - Use the Platform at your own risk. You should independently verify opportunities and candidates.
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14. Limitation of Liability

To the maximum extent permitted by law:

- Nikisoft is not liable for indirect, incidental, special, or consequential damages
 - Nikisoft is not responsible for losses arising from interactions between candidates and employers
 - Our total liability for any claims shall be limited to the amount paid to us (if any) for the services in the relevant period
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15. Indemnity

You agree to indemnify and hold Nikisoft harmless from claims, losses, liabilities, and expenses arising from:

- Your misuse of the Platform
 - Your Content
 - Your violation of these Terms or applicable laws
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16. Changes to Terms

We may update these Terms from time to time. Updates will be posted with a revised Effective Date. Continued use means you accept the updated Terms.

17. Governing Law & Jurisdiction

These Terms are governed by the laws of **India**. Courts in/near **New Delhi, India** shall have jurisdiction, subject to applicable law.

18. Contact

Email: pricvacy@nikisoft.net
Nikisoft, New Delhi, India

2) Refund & Cancellation Policy — Naukridirect.com (Future-Proof)

Effective Date: January 18, 2026

Current Status: Naukridirect.com **does not currently offer paid services / payment gateway.**

This policy is provided to future-proof the platform if paid plans, featured listings, subscriptions, or job posting fees are introduced.

Owner/Operator: Nikisoft, New Delhi, India

Contact: pricvacy@nikisoft.net

1. No Payments Currently

At present, we do not collect payments on Naukridirect.com. If you are asked to pay anyone claiming to represent Naukridirect.com, please report it immediately to pricvacy@nikisoft.net.

2. If Paid Services Are Introduced

If we introduce paid services (examples: premium candidate plans, employer job posting packages, featured listings, add-on services), the following rules will apply unless a specific plan states otherwise.

A) Cancellations (Subscriptions)

- You may cancel a subscription anytime from your account (if available) or by emailing us.
- Cancellation stops future billing. Access may remain active until the end of the current billing cycle unless stated otherwise.

B) Refund Eligibility

Refunds may be considered when:

- A payment is deducted multiple times
- A technical error prevents access to a paid feature and we cannot fix it within a reasonable time
- A payment is made mistakenly for the wrong plan (reported promptly)

Refunds are generally **not** provided for:

- Partial use of a subscription period
- Dissatisfaction due to outcomes not guaranteed (e.g., no interview/job placement/hiring)
- User error such as incorrect data entry, failure to use the feature, or policy violations
- Accounts suspended/terminated due to Terms violations

C) Refund Request Window

- Refund requests should be raised within **7 days** of the payment date (unless local law requires otherwise).

D) Processing Time

- If approved, refunds are typically processed back to the original method within **7–14 business days** (actual timing depends on banks/payment partners).

E) Employer Job Posting Fees (If Introduced)

- Fees for job postings or featured listings may be **non-refundable once a listing is published**, unless:

- listing could not be published due to a platform issue, or
 - payment was duplicated.
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3. How to Request a Refund

Email pricvacy@nikisoft.net with:

- Registered email/phone
 - Payment reference / transaction ID (if any)
 - Plan/service name
 - Reason for refund request
 - Screenshots (optional but helpful)
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4. Policy Changes

This policy may be updated when paid services are launched. Updated versions will be posted on the website.

3) Cookie Notice Banner Text + Consent Copy

A) Super Short Banner (minimal)

We use cookies to improve your experience, analyze traffic, and support site functionality. By clicking **Accept**, you agree to our use of cookies. You can manage cookies in your browser settings.

Buttons: **Accept** | **Reject** | **Cookie Settings**

Links: **Privacy Policy** | **Cookie Policy** (optional)

B) Standard Banner (recommended)

Naukridirect.com uses cookies and similar technologies to:

- keep you signed in and secure,
- understand site usage (analytics),
- improve performance and features.

Click **Accept All** to consent. Click **Reject Non-Essential** to allow only necessary cookies.

You can change your choices anytime in **Cookie Settings**.

Buttons: **Accept All** | **Reject Non-Essential** | **Cookie Settings**

Links: **Privacy Policy**