

# Terms and Conditions

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**Version:** 1.0

**Last Updated:** June 27, 2025

**Effective Date:** August 1, 2025

Welcome to ResearchHires ("Company", "we", "us", "our"). These Terms and Conditions ("Terms") govern your use of our platform, services, and website located at <https://researchhires.com> (collectively, the "Platform"). By using the Platform, you agree to comply with and be bound by these Terms. If you do not agree, please do not use the Platform.

## 1. Definitions

For the purposes of these Terms and Conditions:

- **"Platform"** refers to the website <https://researchhires.com> and all associated services, features, and applications provided by ResearchHires.
- **"User", "you", or "your"** refers to any individual or entity using the Platform, including Professors and Students.
- **"Professor"** means a registered user who posts academic or research positions on the Platform.
- **"Student"** means a registered user who applies for or expresses interest in listed positions.
- **"Content"** means all data, text, files, documents, resumes, applications, or other material submitted to or displayed on the Platform.
- **"We", "us", or "our"** refers to ResearchHires, the operating partnership located in Ontario, Canada.

## 2. Overview of the Platform

ResearchHires is an academic and research position-posting platform that allows professors to post available opportunities and students or candidates to apply for them or follow external links to university job pages.

## 3. Eligibility

You must be at least 18 years old or the legal age in your jurisdiction to use this Platform. By creating an account or using the services, you confirm you meet this requirement.

## 4. User Registration

To access most features, users must create an account. During registration, we collect basic information such as:

- Name (First and Last)
- Email address
- Phone number (optional)
- University
- User type (Professor or Student)

## 5. Application Data

When applying for positions, students may be required to submit additional data such as:

- Resume or CV
- Current degree and academic details (e.g., CGPA or percentage)
- Country and nationality
- Probable start date

## 6. Fees, Pricing, and Free Access

Professors may be required to pay a fee to list a position on the Platform. We may also offer limited-time free trials or promotional listings at our discretion.

Currently, students can use the Platform free of charge. However, we reserve the right to introduce premium features or pricing plans for students in the future. Any changes will be communicated in advance.

## 7. Data Usage & Third-Party Services

We collect and use user data to provide core services, such as user authentication, position posting, and application processing.

Some services on the Platform rely on trusted third-party providers for functions such as hosting, authentication, storage, and AI-based processing (e.g., resume evaluation or filtering). By using the Platform, you consent to your data being shared with these providers in accordance with our Privacy Policy.

## 8. Intellectual Property

All content you submit to the Platform remains your intellectual property. However, by submitting content, you grant us a non-exclusive, royalty-free, worldwide license to use, reproduce, and display your content solely to operate and improve the Platform.

## 9. Acceptable Use

By using ResearchHires, you agree not to:

- Submit false or misleading information
- Violate intellectual property rights
- Disrupt or harm the functionality of the Platform
- Use the Platform for any illegal or unauthorized purpose

## 10. Refunds & Cancellation

Fees paid for listing positions are non-refundable once the listing is published. ResearchHires may cancel or remove any listing at its discretion for violations of these Terms.

## 11. Disclaimer of Warranties

The Platform is provided "as is" without warranties of any kind. We do not guarantee that the site will be uninterrupted or error-free.

## 12. Limitation of Liability

We are not liable for indirect, incidental, or consequential damages resulting from your use of the Platform. Our total liability will not exceed the amount you paid to us in the 12 months prior to the claim.

## 13. Indemnification

You agree to indemnify and hold harmless ResearchHires and its affiliates from any claims or liabilities arising out of your use of the Platform or violation of these Terms.

## 14. Governing Law

These Terms shall be governed by and construed in accordance with the laws of the Province of Ontario and the federal laws of Canada applicable therein. ResearchHires is a registered partnership operating under the laws of Ontario, Canada. Any disputes arising out of or related to these Terms shall be subject to the exclusive jurisdiction of the courts located in Ontario, Canada.

## 15. Modifications to the Terms

We may update these Terms from time to time. Continued use of the Platform after changes become effective constitutes your acceptance of the revised Terms. We will notify users of material changes via email or through a prominent notice on the Platform.

## 16. Termination

We may suspend or terminate your account at any time for violation of these Terms. Provisions related to data, liability, and ownership survive termination.

## 17. Contact

If you have questions or concerns about these Terms, please contact us at:

**Email:** [info@researchhires.com](mailto:info@researchhires.com)

**Location:** Ontario, Canada