

## CouncilJobs Advertising Terms and Conditions

For all Advertisers including Councils, third party Council recruiters and agents

Welcome to CouncilJobs (counciljobs.com) (the "Website") and its associated services. These terms ("Terms of Service") govern your use of the Website and its associated services. You acknowledge and agree that you have read and understood these Terms of Service and you agree to be bound by these Terms of Service each time you use the Website.

### CouncilJobs account access

Only advertisers who have been issued an advertiser account by CouncilJobs may have access to the Website unless other arrangements have been made in writing by CouncilJobs. CouncilJobs reserves its rights to appoint recruiters and agents as third-party advertisers on its system and to open a 7-day trading account with them, as it sees fit. CouncilJobs is not required to explain why an account may not be issued. To be approved as a CouncilJobs advertiser (recruiter or agent) prospective advertisers will be required to show proof of at least one valid recruitment contract of at least 12 months validity with Australian and/or New Zealand councils.

### CouncilJobs is for Councils only

CouncilJobs only accepts Advertisements (ad) for valid jobs from Australian and New Zealand Councils and their authorised recruitment/advertising agents. In this way, only jobs with these councils can be advertised on CouncilJobs and every job advertised on CouncilJobs is for a known council entity, whose identity must be included in the ad. This means that a Council name (from the pull-down list) is required to be selected and thus disclosed for every ad. This also means that ads seeking 'expressions of interest', subscription/registration of details for future contact or similar will not be accepted.

### CouncilJobs Ads are for individual jobs only

Individual Jobs are defined as a single Job title and/or a single skillset/common CouncilJobs category. CouncilJobs only accepts ads that link a single job to a unique council position description. If council is simultaneously seeking to fill multiple equivalent roles simultaneously, then it is permissible to include this in the ad body copy. If a council is seeking to fill multiple levels of the same skillset simultaneously, e.g., Senior Planner, Planner and/or Trainee planner, then the job title of the most representative position must be used for the CouncilJobs ad title and details about the other roles included in the ad body copy.

### Indemnities

You agree to indemnify CouncilJobs, its affiliates, and each of its and its affiliates' employees, officers, contractors, directors, suppliers, and representatives from and against all losses, liabilities, claims, damage and expenses (including legal costs and expenses on a full indemnity basis) and penalties incurred or suffered by them that arise from or relate to:

- your use or misuse of, or wrongful access to, the Website,
- any act of fraud, breach of applicable law or wilful misconduct by you or on your behalf; and
- the publication or use of Content submitted by you or any third party using your account including, without limitation, claims brought by any third party relating to defamation, negligent misstatement, injurious falsehood, contempt of court, right to privacy, copyright infringement, trademark infringement, other intellectual property infringement, disclosure of confidential information, passing off, and misleading or deceptive conduct.



You agree to notify CouncilJobs of any matter(s) that could reasonably be expected to fall within the clause above as soon as possible after you become aware of such matter(s).

CouncilJobs reserves the right to assume the exclusive defence and control of any matter subject to indemnification by you, in which event you must assist and cooperate with CouncilJobs in asserting any available defences.

### Exceptions to these Terms and Conditions

Any variations to these terms and conditions must be requested from and agreed per ad by CouncilJobs in writing at least 48 hours prior to planned lodgement time.

### Contact

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