



Room 2, Twashuka Building
Chimpampwe Road
Mansa

Phone: 0978513912 / 0960183994

Email: support@estherjobs.online

USER AGREEMENT

Introduction

This User Agreement governs access to and use of this Job Search Web Application within the Republic of Zambia. By using this platform, you agree to comply with this Agreement. Esther is a brain child of Luapula Institute of Science and Technology

Job Seekers

- Provide accurate and truthful personal information
- Apply only for jobs you are genuinely interested in
- Do not impersonate another individual
- Understand that job placement is not guaranteed

Employers

- Post only legitimate and lawful job opportunities
- Do not request illegal fees or personal favors
- Comply with Zambian labour and employment laws
- Respect applicant data and confidentiality

User Conduct

Users shall not misuse the platform for fraud, spam, harassment, or unlawful activities.

Limitation of Liability

The platform acts as a facilitator only and shall not be liable for hiring decisions, employment disputes, or losses incurred.

Governing Law

This Agreement is governed by the laws of the Republic of Zambia.

PRIVACY POLICY

Welcome to **Esther** (“we”, “our”, “us”). We respect your privacy and are committed to protecting your personal information. This Privacy Policy explains how we collect, use, and share your information when you use our website, services, and mobile applications.

1. Information We Collect

We may collect the following types of information:

- **Personal Information:** Name, email, phone number, address, username, password, CV/resume, company information (for employers).
- **Usage Data:** IP address, browser type, device information, pages visited, time spent on the site.
- **Cookies and Tracking:** We use cookies to improve user experience, track login sessions, and for analytics.

2. How We Use Your Information

- To provide and improve our services.
- To create and manage your account.
- To communicate with you about updates, offers, and service notifications.
- To match job seekers with potential employers.
- For security and fraud prevention.
- To comply with legal obligations.

3. Sharing Your Information

We do not sell or rent your personal information. We may share information in limited circumstances:

- With employers, for recruitment purposes, based on your consent.
- With service providers who assist us in running our platform.
- As required by law, court order, or to protect our rights.

4. Cookies & Tracking Technologies

We use cookies and similar tracking technologies to personalize your experience and analyze website traffic. You can manage your cookie preferences via your browser settings.

5. Your Rights

- Access, correct, or delete your personal information.

- Withdraw consent for specific data processing.
- Request a copy of the personal data we hold about you.
- Opt out of marketing communications.

6. Data Security

We implement reasonable technical and organizational measures to protect your data against unauthorized access, loss, or misuse. However, no method of transmission over the Internet is completely secure.

7. Retention of Information

We retain your information only for as long as necessary to provide services or comply with legal obligations.

8. Third-Party Links

Our platform may contain links to external websites. We are not responsible for the privacy practices or content of those websites.

9. Children's Privacy

Our services are not intended for children under 18 years of age. We do not knowingly collect personal information from children.

10. Changes to This Policy

We may update this Privacy Policy from time to time. Changes will be posted on this page with the updated effective date.

11. Contact Us

If you have questions or concerns about this Privacy Policy, please contact us:

- Email: estherjobs.online
- Address: Twashuka Building, Town Center, Mansa, Zambia



Emilious Namuyamba

Chairman

Luapula Institute of Science & Technology