



University of
St Andrews

Employer terms and conditions

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Purpose	Terms and conditions for employers and organisations who submit vacancies to CareerConnect.

Version number	Purpose / changes	Document status	Author of changes, role and school / unit	Date
1.1	Reviewed and updated	Published	Tracey Dall, Information Officer	23/07/21

Values

The Careers Centre is committed to:

- adhering to the highest professional standards, especially through our commitment to the policies, codes, and practices of our professional association AGCAS.
- providing a supportive and welcoming environment for all its users.
- treating users of the service and each other with fairness, respect, and consideration.
- providing client-focused, impartial, objective, transparent and confidential careers education, information, and guidance.
- promoting equality of opportunity.
- fostering innovation and continuous improvement in the range and quality of the services we provide.
- seeking customer feedback on the range and quality of the services we provide.
- pursuing excellence in all that we do.
- promoting enjoyment at work.

By registering on CareerConnect at the University of St Andrews you are agreeing to these terms and conditions and allowing us to share the information you have provided with matriculated students, graduates, and University staff.

You are responsible for ensuring that the information you provide is up-to-date, accurate, relevant, and not misleading in any respect, and in doing so have met your legal obligations. This includes ensuring that any job/s advertised or promoted are non-discriminatory and comply with relevant employment, equality and other applicable legislation, including that relating to the National Minimum Wage.

Legislation guidance for the UK can be found as follows:

- [UK employment legislation](#)
- [Equality Act 2010](#)
- [Data Protection Act 2018](#)
- [General Data Protection Regulation \(GDPR\)](#)

(this is a non-exhaustive list of applicable legislation)

For international opportunities, recruiters are responsible for ensuring any vacancy complies with employment law (including any national minimum wage requirements) in the relevant jurisdiction.

We will respond to and process all service bookings or job advertisement requests within 3 working days in normal circumstances. We reserve the right to edit your text in order to maximise impact. However, we do not guarantee that CareerConnect, or any content on it, will be free from errors or omissions. We reserve the right to refuse these services at our discretion, and to alter these terms of service at any time.

We have a responsibility to our students which means that we are unable to advertise or promote:

- Unpaid internships or work experience except those offered by a charity as a voluntary worker position.
- Adverts or promotions from Recruitment Agencies that do not include a named employer, and specific job details and the salary offered in any job advertisement.
- Commission only jobs.

- Jobs for current students that require a commitment of more than 15 hours per week during semester.
- Jobs, placements or other opportunities that we deem to be inappropriate or unsuitable for promotion to our students and graduates.

Advertisements must not:

- Contain any material which is defamatory of any person.
- Contain any material which is obscene, offensive, hateful or inflammatory.
- Infringe any copyright, database right or trade mark of any other person.
- Be likely to deceive any person.
- Be made in breach of any legal duty owed to a third party, such as a contractual duty or a duty of confidence.
- Be used to impersonate any person, or to misrepresent your identity or affiliation with any person.

To the extent permitted by law, we exclude all conditions, warranties, representations or other terms which may apply to CareerConnect or any content on it, whether express or implied and will not be liable to any user for any loss or damage arising under or in connection with the use of, or inability to use, CareerConnect or the use of or reliance on any content displayed on CareerConnect.

We do not guarantee that access to CareerConnect, or any content on it, will always be available or be uninterrupted. Access is permitted on a temporary basis. We may suspend, withdraw, discontinue, or change all or any part of CareerConnect without notice. We will not be liable to you if for any reason CareerConnect is unavailable at any time or for any period.

We will determine, in our discretion, whether there has been a breach of these Employer Terms and Conditions through your use of CareerConnect. When a breach of these Employer Terms and Conditions has occurred, we may take such action as we deem appropriate, which may include, without limitation, immediate, temporary, or permanent removal of any advertisement from CareerConnect.

Please note that these terms and conditions also apply to vacancies which are posted to CareerConnect via the vacancy sharing mechanism TARGETConnectLink. The University of St Andrews also scrutinises each vacancy posted through TARGETConnectLink prior to approval or rejection.

These terms and conditions and all disputes or claims arising out of or in connection with it or its subject matter (including non-contractual disputes or claims) shall be governed by and construed in accordance with the laws of Scotland. The Parties hereby irrevocably agree that the Scottish courts shall have exclusive jurisdiction to settle all disputes or claims that arise out of or in connection with these terms and conditions or its subject matter (including non-contractual disputes or claims).

Version number	Purpose / changes	Document status	Author of changes, role and school / unit	Date
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