

## Website Candidate Terms & Conditions

### 1. Introduction

These Terms and Conditions (“Terms”) govern the use of the Magnitude Recruitment website and the services provided by Magnitude Recruitment (“we”, “us”, “our”) to candidates (“you”, “your”).

By registering with Magnitude Recruitment, submitting your details, or using our website, you confirm that you have read, understood, and agree to be bound by these Terms.

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### 2. Our Role as a Recruitment Agency

Magnitude Recruitment acts solely as a recruitment and placement agency. We introduce candidates to potential employers, including yacht owners, management companies, and operators.

We are **not** the employer and do not act as an agent of the employer unless expressly stated.

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### 3. Eligibility & Accuracy of Information

By registering with us, you confirm that:

- You are legally entitled to seek employment
- All information, documents, and statements you provide are **true, accurate, complete, and up to date**
- You will promptly notify us of any changes to your availability, qualifications, certifications, or employment status

Providing false or misleading information may result in removal from our database and withdrawal from recruitment processes.

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### 4. Candidate Documentation

You agree to provide valid and current documentation as required for maritime employment, which may include (but is not limited to):

- Passport
- Medical certificate (e.g. ENG1 or equivalent)
- STCW certificates
- Certificates of Competency (if applicable)
- References and employment history
- Professional photograph and/or introduction video (where requested)

Magnitude Recruitment may conduct reasonable checks on documentation but does **not** guarantee the validity of documents supplied.

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## **5. No Fees to Candidates**

Magnitude Recruitment **does not charge candidates any fees** for registration, recruitment, or placement services, in accordance with **MLC 2006 Regulation 1.4**.

You should immediately notify us if any third party claims to charge fees on our behalf.

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## **6. Interviews & Job Offers**

- Interviews are arranged at the discretion of the employer
- Any job offer, employment terms, and conditions are made directly by the employer
- Magnitude Recruitment does not guarantee interviews, job offers, or employment

You acknowledge that final hiring decisions rest solely with the employer.

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## **7. Seafarers' Employment Agreements (SEA)**

Where applicable, employment will be governed by a Seafarers' Employment Agreement (SEA) issued by the employer.

Magnitude Recruitment does not issue SEAs and is not responsible for the content of employment contracts.

Candidates are encouraged to review their SEA carefully and seek independent advice if required.

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## **8. Data Protection & Privacy**

Magnitude Recruitment processes personal data in accordance with UK data protection legislation and our **Privacy Policy**.

By registering, you consent to your personal data being:

- Stored securely
- Shared with prospective employers for recruitment purposes
- Used for compliance, verification, and placement activities

You may request access to, correction of, or deletion of your data in accordance with applicable law.

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## **9. Confidentiality**

You agree to keep confidential any sensitive or proprietary information received during recruitment processes, including:

- Employer details
- Vessel information
- Operational or commercial information

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## **10. Limitation of Liability**

Magnitude Recruitment shall not be liable for:

- Any loss arising from inaccurate information provided by candidates or employers
- Employment decisions made by third parties
- Acts, omissions, or conduct of employers, owners, or managers
- Loss of earnings, delays, or cancellation of employment

Nothing in these Terms limits liability where such limitation is prohibited by law.

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## **11. Termination of Registration**

We reserve the right to suspend or terminate your registration at any time if:

- These Terms are breached
- Information provided is inaccurate or misleading
- You act in a manner that may damage our reputation or client relationships

You may request removal from our database at any time.

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## **12. Website Use**

You agree not to:

- Use the website for unlawful purposes
- Upload harmful, misleading, or inappropriate content
- Attempt to access restricted areas or systems

We reserve the right to restrict or withdraw access to the website at any time.

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## **13. Governing Law**

These Terms are governed by and construed in accordance with the laws of **England and Wales**. Any disputes shall be subject to the exclusive jurisdiction of the English courts.

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## **14. Contact Details**

For any questions regarding these Terms, please contact:

### **Magnitude Recruitment**

 [enquiries@magnituderecruitment.com](mailto:enquiries@magnituderecruitment.com)

 [www.magnituderecruitment.com](http://www.magnituderecruitment.com)