

Data use policy

Version 2026-10-06.1 • Effective October 6, 2026

This page is a plain-English summary of the data license and your responsibilities in Sections 3 and 6–9 of our [Terms and conditions](https://jobbo.world/terms) (<https://jobbo.world/terms>). The Terms are the binding agreement — if anything here differs from them, the Terms control.

What you're licensed to do.

Every subscription and pay-as-you-go account gets a non-exclusive, worldwide, perpetual license to the job and company data delivered to you, to the extent of Jobbo's own rights in it. In your own products and services, you may:

- Store, cache, and mirror the data into your own databases — no volume or duration limits
- Display listings on job boards, career sites, and apps, whether free or paid
- Filter, rank, deduplicate, and normalize listings, including your own match scores and recommendation explanations
- Build internal machine-learning models on the data, such as matching, ranking, and classification models used inside your products
- Combine the data with your own sources or other providers, keeping track of where each record came from
- Push the data through Jobbo integrations — outbound destinations, the WordPress plugin, n8n, Google Sheets, and the MCP server — into systems you control

What you keep.

Everything delivered to you during an active subscription or paid usage stays licensed to you — permanently. If you cancel, you lose API access, not the data you already received. The restrictions below survive with the license.

What you can't do.

- Resell, relicense, or sublicense the data in substantially raw form
- Provide bulk exports, dumps, or datasets of Jobbo data to third parties
- Build or operate a competing job-data API, feed, or dataset product with it
- Train general-purpose AI models offered to third parties on it
- Use it as a consumer report, or to decide anyone's eligibility for a job, credit, insurance, or housing
- Send unsolicited marketing to, or build contact lists of, people named in the data without a lawful basis
- Present listings as if you were the employer, or alter them so they misrepresent the job or how to apply

The line is simple: serving data to end users inside your product is permitted; conveying the data itself to third parties is not.

What you're responsible for.

- How you use the data and what you build with it — Jobo collects public listings but does not verify them, and AI-enriched fields can be wrong
- Your own compliance with employment, anti-discrimination, AI-in-hiring, privacy, and marketing laws, including any notices, audits, or consents they require
- Any permission you need from employers or other rights holders for your use, such as for logos and brand names
- People named in the data: you are the controller of your copies, so you need a lawful basis and must honor their objections and deletion requests
- Removals: when we notify you that a record was removed, delete it from your copies within 10 business days

If a claim against Jobo arises from how you use the data, you cover it — see the indemnity in the Terms.

Freshness and expired jobs.

Jobo checks tracked career sites about once a day for new and removed listings, captures a listing's details when it first finds it, and does not re-verify individual listings. An expired or filled job can stay in the data for several days, so don't present listings as verified, endorsed, or real-time.

If delivered data is materially defective — for example corrupted or attributed to the wrong employer — tell us within 30 days. We'll correct it, re-deliver it, or credit your wallet; that is the only remedy for data quality under the Terms.

There is no retention cap. If you display listings publicly, sync against the Expired Jobs endpoint at least weekly and make commercially reasonable efforts to remove expired listings from public display. Metadata for expired jobs — the Jobo ID, title, company, location, application URL, source, and dates — may be kept indefinitely for saved-job lists, application history, and analytics, unless a removal notice requires otherwise.

Attribution and branding.

No attribution, source label, logo, or backlink is required to display Jobo data. We reserve the right to require reasonable attribution, such as a text link, on 30 days' written notice. Jobo names, marks, and logos may not be used without prior written consent.

Application URLs.

The `listing_url` and `apply_url` fields are the employer's or applicant tracking system's own URLs. Jobo adds no tracking parameters and operates no redirect layer. You may normalize these URLs, strip parameters, or append your own — end users must ultimately reach the genuine application page.

Where you can use the data.

Worldwide. There are no country-specific licensing restrictions — use the data for jobs in any market, subject to applicable law and sanctions rules.

Common questions.

Can I store Jobo data in my own database?

Yes. Mirroring the corpus into your own database is the intended integration pattern — the Feed API is built for it. There are no volume or duration limits on storage.

Can I rank jobs with my own match scores?

Yes. Personalized filtering and ranking based on a user's profile, preferences, work authorization, or resume is permitted, including displayed match scores and recommendation explanations.

Can I keep the data if I cancel my subscription?

Yes. The license to data delivered during an active subscription is perpetual and survives cancellation. The resale and competing-product restrictions survive with it.

Can I keep metadata for expired jobs?

Yes, indefinitely. Keep the Jobo ID, title, company, location, application URL, source, and dates of expired jobs — for example for jobs your users saved or applied to.

Do I have to use Jobo tracking URLs?

No — there are none. The application and listing URLs are the employer's own. You may normalize them or manage your own tracking parameters, as long as users reach the genuine application page.

Do I have to show attribution or a backlink?

No. Attribution is not required today. We reserve the right to require reasonable attribution on 30 days' written notice.

Can I combine Jobo data with other sources?

Yes. Mixing Jobo records with direct employer feeds, ATS integrations, or other providers is permitted, provided you preserve source provenance for each record.

Can I use the data in a paid product?

Yes. Commercial use is permitted in free and paid products alike, including paid features introduced after you launch.

Are there country restrictions?

No. The license is worldwide — jobs in any country may be used, displayed, and processed, subject to applicable law.

Can I resell or redistribute the data?

No. Reselling raw data, providing bulk exports, operating a competing job-data API or dataset, and training general-purpose AI models for third parties are all prohibited.

Who is responsible for how I use the data?

You are. Jobo licenses publicly sourced data as-is; you are responsible for complying with the laws that apply to your product — employment, anti-discrimination, AI-in-hiring, privacy, and marketing — and you indemnify Jobo for claims that arise from your use.

What happens if someone asks for a listing or a person to be removed?

They can use our data removal policy. When we remove a record, we notify customers who received it, and you must delete it from your copies within 10 business days. If someone contacts you directly about data you hold, you handle that request yourself.

Is a separate data-use addendum required?

No. The Terms and conditions cover the uses described on this page. If your procurement process needs a countersigned agreement, contact us.

Questions about a specific use case.

Contact us at support@jobo.world and describe what you're building. The full legal text is in the [Terms and conditions](https://jobo.world/terms) (<https://jobo.world/terms>); our [Privacy policy](https://jobo.world/privacy) (<https://jobo.world/privacy>) covers personal data, and our [Data removal policy](https://jobo.world/data-removal) (<https://jobo.world/data-removal>) covers removal requests.