

Jobe Privacy Policy

Effective date: September 29, 2026

1. Introduction

Jobe ("Jobe," "we," "us," or "our") is a Slack and Discord bot that helps student organizations and fraternity/sorority chapters match job postings to member preferences and draft referral outreach messages. This Privacy Policy explains what information Jobe collects, how it's used, and the choices available to you.

By installing Jobe in your Slack workspace or Discord server, or by using Jobe's commands as a member of a workspace or server where it's installed, you agree to the practices described in this policy.

2. Information We Collect

When you use Jobe, we collect:

- Platform identifiers: your Slack or Discord user ID, display name, and the ID of the workspace or server you belong to.
- Employer information: the company you tell Jobe you work at, via `/whereyouwork`.
- Job preferences: target roles, locations, job types, and notification frequency you set via `/lookingfor`.
- Job postings: links and details of postings shared via `/postjob`, or pulled automatically from public job feeds (Simplify, Jobright).
- Workspace configuration: the job-postings channel an admin selects via `/jobe-setup`, and OAuth tokens issued by Slack when your workspace installs Jobe.
- Usage metadata: which commands are run and when, for debugging and reliability purposes.

We do not ask for or store your resume, application history, or any information beyond what you explicitly provide through Jobe's commands.

3. How We Use Information

We use the information above to match job postings to members whose stated preferences fit; identify members who already work at a posting's company, so they can be suggested as referral contacts; draft a suggested referral message using Anthropic's Claude API, which a real person must review and choose to send (Jobe never contacts anyone on its own); and operate and improve the reliability of the bot (for example, diagnosing failed commands).

4. How We Share Information

We do not sell your information. We share it only as needed to operate Jobe:

- Slack, Inc. and Discord Inc.: to deliver messages, resolve display names, and authenticate workspace installs.
- Anthropic: to parse job postings and draft referral messages via the Claude API. Only the minimum text needed (a job posting's text, or names/roles for a draft) is sent.
- Google Firebase (Firestore, Cloud Functions, Cloud Tasks): our infrastructure provider, used to store and process the data described above.
- Simplify and Jobright: public job-feed sources Jobe reads from; we do not send your personal information to these services.

5. Data Retention

Your information is retained for as long as Jobe remains installed in your workspace or server. If a workspace uninstalls Jobe, we mark that installation inactive and stop actively using its data, but we may retain historical records (such as past postings or member records) for audit and debugging purposes rather than deleting them immediately. You can request deletion of your individual data at any time (see Section 8).

6. Data Security

We use industry-standard practices to protect your information, including encrypted secrets management for API tokens and access-controlled cloud infrastructure. No system is perfectly secure, and we cannot guarantee absolute security.

7. Children's Privacy

Jobe is intended for use by college students and members of campus organizations. It is not directed at children under 13, and we do not knowingly collect information from children under 13.

8. Your Choices and Rights

You can update your employer or preferences at any time by re-running `/whereyouwork` or `/lookingfor`. To request that your data be deleted entirely, or if you have any other question about this policy, contact us at [CONTACT EMAIL].

9. Changes to This Policy

We may update this policy as Jobe changes. We'll update the effective date above when we do. Continued use of Jobe after a change means you accept the updated policy.

10. Contact

Questions about this policy? Reach us at [CONTACT EMAIL].