

Jobe Terms of Service

Effective date: September 29, 2026

1. Acceptance of Terms

These Terms of Service ("Terms") govern your access to and use of Jobe, a Slack and Discord bot that matches job postings to member preferences and drafts referral outreach. By installing Jobe in a workspace or server, or by using any of its commands, you agree to these Terms. If you don't agree, don't install or use Jobe.

2. Description of Service

Jobe watches for job postings shared with /postjob or pulled automatically from public job feeds, matches them against preferences members set with /whereyouwork and /lookingfor, and, when a member already works at a matched company, drafts a suggested referral message using Claude. Jobe never sends messages to anyone on its own; a human must review and choose to send every draft.

3. Eligibility and Installation

Installing Jobe requires appropriate admin permissions on your Slack workspace or Discord server. Jobe is designed for student organizations, fraternity/sorority chapters, and similar campus groups. By installing Jobe, you represent that you're authorized to do so on behalf of your organization.

4. Acceptable Use

You agree not to use Jobe to post spam, unrelated links, or content that isn't a genuine job opportunity via /postjob; harass, impersonate, or misrepresent yourself to another member; or attempt to disrupt, reverse-engineer, or gain unauthorized access to Jobe's underlying systems.

We reserve the right to suspend or remove access for any workspace or user that violates these Terms.

5. No Warranty on Job Postings or Outcomes

Jobe surfaces job postings and referral suggestions as a convenience. We do not verify the accuracy of externally-sourced postings, and we make no guarantee that any referral, application, or job outcome will result from using Jobe. Jobe is provided "as is," without warranties of any kind, express or implied.

6. Pricing and Billing

Jobe's pricing tiers are described on our pricing page and are based on your workspace's member count at the time of billing. We may change pricing prospectively; existing prepaid semester or annual terms will be honored through their original period.

7. Data and Privacy

Our collection and use of your information is governed by our Privacy Policy, available at /privacy, which is incorporated into these Terms by reference.

8. Termination

You may stop using Jobe at any time by uninstalling it from your workspace or server. We may suspend or terminate access for any account or workspace that violates these Terms, or discontinue Jobe entirely with reasonable notice where practicable.

9. Limitation of Liability

To the maximum extent permitted by law, Jobe and its operators are not liable for any indirect, incidental, or consequential damages arising from your use of the service, including missed job opportunities or referral outcomes.

10. Disclaimer of Affiliation

Jobe is an independent product and is not affiliated with, endorsed by, or sponsored by Slack Technologies, Inc. or Discord Inc. "Slack" and "Discord" are trademarks of their respective owners.

11. Governing Law

These Terms are governed by the laws of the State of Texas, USA, without regard to its conflict-of-law principles.

12. Changes to These Terms

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

13. Contact

Questions about these Terms? Reach us at [CONTACT EMAIL].