

TERMS AND CONDITIONS

Last Updated: 25th September, 2025

These Terms and Conditions (“ Terms ”) constitute a legally binding agreement between you (“ User, ” “ Client, ” “ Student, ” “ Freelancer, ” or “ Candidate ”) and SkillLink Nexus Limited (“ SkillLink Nexus, ” “ we, ” “ our, ” or “ us ”).

By accessing or using our platform (“ Platform ”), you agree to be bound by these Terms and our Privacy Policy.

1. Eligibility

Users must be at least 18 years old or have legal parental/guardian consent. By registering, you warrant that all information you provide is accurate. SkillLink Nexus may suspend or terminate accounts for false information or misconduct.

2. Accounts and Responsibilities

Users are responsible for maintaining account confidentiality. You may not share, sell, or transfer your account. You agree not to misuse the Platform in violation of these Terms.

3. Freelance Projects and Escrow Services

Clients may post freelance projects. Students/Freelancers may submit proposals and perform services. All payments must go through escrow. Funds are released only upon Client approval, unless a dispute arises.

4. Employment Opportunities

The Platform allows Clients (employers) to post permanent, part-time, or long-term job opportunities. SkillLink Nexus is not a party to any employment contract between Clients and Candidates. We do not guarantee job offers, salaries, or conditions of employment. Employers are solely responsible for complying with applicable labor and employment laws. Candidates are solely responsible for reviewing and accepting job offers at their own discretion. SkillLink Nexus shall not be held liable for disputes, claims, or damages arising out of employment relationships.

5. Dispute Resolution

Freelance project disputes are handled through escrow review. Employment disputes must be resolved directly between Employer and Candidate.

6. Prohibited Activities

Users may not engage in fraud, harassment, off-platform payments, or unlawful activity.

7. Intellectual Property

Users retain ownership of their content but grant SkillLink Nexus a license to display and promote it.

8. Limitation of Liability

SkillLink Nexus is not liable for: Work quality in freelance projects. Employment relationships or job-related issues. Any indirect, incidental, or consequential damages.

9. Governing Law

These Terms are governed by the laws of the Republic of Kenya.

10. Contact

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