EMPLOYER AND JOB POSTING REQUIREMENTS

Hire ‘Em Horns System

EMPLOYER REQUIREMENTS:

- Employers must first create an employer profile for approval prior to posting jobs.
- Employers must have a legitimate and complete website, address, phone number and company/organizational description.
- Employers must represent career-related, professionally-oriented jobs and/or programs requiring a university degree or 5+ years of previous, professional work experience.
- Third party recruiters must fully disclose that information in their profile.
- Employers requiring fee-based applications or programs or commission-only jobs will not be approved.
- Franchise organizations or solicitors will not be approved.

Employers may be deemed inappropriate if they do not meet the aforementioned requirements.  
Exceptions will be handled on a case by case basis.

JOB REQUIREMENTS:

- Job postings for undergraduate students are not allowed.
- Job postings must be made by an employer or third party recruiter with an approved employer profile.
- Job postings must be career-related, professionally-oriented or entry level paid internships requiring a university degree.
- If the position does not require a degree, it must require 5+ years of previous, professional work experience.
- “Base plus commission” positions will be allowed only if employer specifies the base salary as a dollar amount (i.e. $30,000 plus commission).
- Third-party recruiters must identify themselves as such, and EITHER state the name of the company for which they are recruiting, OR clearly present a legitimate job opportunity if the company name is withheld from the posting. Generic “solicitation for candidates” postings will not be allowed.
- No fee-based applications, programs or commission-only jobs are allowed.
- No franchise opportunities or solicitations.

Job Postings may be deemed inappropriate if they do not meet the aforementioned requirements.  
Exceptions will be handled on a case by case basis.