



Terms and Conditions

Indo-Jobs GmbH – Quality Seal Compliant – March 2026 | English Translation (German version prevails)

Provider:	Indo-Jobs GmbH, Frankenstraße 3, 97422 Schweinfurt, Germany
Managing Director:	Dr. Martin Lenhardt
Quality Seal:	RAL Quality Seal “Faire Anwerbung Pflege Deutschland” (RAL GZ 912)
Version:	March 2026

§ 1 Scope

These Terms and Conditions apply to all placement services by Indo-Jobs GmbH for care facilities (clients) and nursing professionals (candidates).

§ 2 Services

Indo-Jobs places qualified nurses from India. Services: candidate selection (TAIL Global), B2 German language training (Goethe-Institut/telc), employer matching, visa support, integration, ZSEF recognition procedure.

§ 3 Employer-Pays Principle

All costs are borne exclusively by the client. Nursing professionals are fully exempt from all placement costs. No direct or indirect cost transfer is permitted. Repayment obligations towards Indo-Jobs GmbH are excluded.

§ 4 Transparency

Indo-Jobs provides all candidates with an information brochure (EN) prior to signing. The client provides a written job offer (DE+EN).

§ 5 Equal Treatment

All placed nursing professionals are employed under the same collective agreement as domestic colleagues. Discrimination is prohibited.

§ 6 Complaints

Complaints: beschwerde@indo-jobs.de · www.indo-jobs.de/#beschwerde · anonymous possible · 5 working days response time.



§ 7 WHO & ILO

Indo-Jobs acts in accordance with the WHO Global Code of Practice on International Recruitment of Health Personnel (2010) and ILO Core Labour Standards.

§ 8 Quality Seal Compliance

Both parties comply with RAL Quality Seal (RAL GZ 912) requirements and grant GAPA e.V. inspection rights.

§ 9 Data Protection

Data processed in accordance with GDPR. Privacy policy: www.indo-jobs.de/datenschutz.html

§ 10 Liability

Indo-Jobs liable for gross negligence and wilful misconduct. Further liability excluded to extent permitted by law.

§ 11 Governing Law

German law applies. Place of jurisdiction: Schweinfurt. Severability clause applies. In case of discrepancy, German version prevails.

Bestandteil des Antrags auf das RAL Gütezeichen „Faire Anwerbung Pflege Deutschland“ (RAL GZ 912) · GAPA e.V. · KDA · Bundesministerium für Gesundheit (BMG)