



Career Navigation Assessment Report

Personalized Career Recommendations Based on
Personality, Aptitude, and Interests

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Assessment Date: 26 Oct 2024



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INTRODUCTION

The HireMee Career Navigation Assessment is a comprehensive tool designed to help individuals, particularly students and young professionals, navigate the complex process of career planning and decision-making. This assessment is purpose-built to align your unique traits, skills, and interests with potential career paths, offering personalised insights that can guide your future choices.

Purpose of the Assessment

The primary purpose of the HireMee Career Navigation Assessment is to provide you with a deeper understanding of your strengths and preferences across three critical dimensions: Personality, Aptitude, and Interests. By assessing these areas, the tool aims to highlight careers where you are most likely to excel and find fulfilment. This insight-driven approach empowers you to make informed decisions about your education, career trajectory, and professional development.

HOW THE ASSESSMENT HELPS IN CAREER PLANNING AND DECISION-MAKING

With countless career options available, making the right choice can be overwhelming. The HireMee Career Navigation Assessment simplifies this process by:

Personalised Career Recommendations: The assessment evaluates your responses to suggest careers that align with your unique profile, helping you identify fields where you can thrive.

Guided Exploration: It encourages you to explore careers you may not have considered, expanding your horizons and opening doors to new possibilities.

Strategic Decision-Making: By understanding your strengths and areas for growth, you can make strategic decisions about further education, skill development, and career paths that align with your long-term goals.

Self-Awareness: The assessment fosters self-awareness by providing insights into how your personality traits, skills, and interests interconnect and influence your career satisfaction and success.

EXPLANATION OF THE THREE DIMENSIONS: PERSONALITY, APTITUDE, AND INTERESTS

PERSONALITY

What It Is:

Personality refers to the inherent traits and characteristics that influence how you think, feel, and behave in various situations.

Why It Matters:

Understanding your personality helps identify work environments and roles where you are most likely to be comfortable and effective. For example, extroverted individuals may thrive in roles that require interaction with others, while introverted individuals may prefer roles that allow for deep focus and independent work.



APTITUDE

What It Is:

Aptitude refers to your natural ability to learn and perform certain types of tasks. It encompasses cognitive abilities such as logical reasoning, verbal and numerical skills, and problem-solving capabilities.

Why It Matters:

Aptitude assessments help identify your strengths and areas of potential. By understanding your aptitude, you can focus on careers that leverage your natural talents, making your work more enjoyable and less challenging.



INTERESTS

What It Is:

Interests are the activities and subjects you enjoy and are passionate about. They often reflect your values, hobbies, and the type of work you find meaningful.

Why It Matters:

Matching your career with your interests ensures greater job satisfaction and motivation. When your work aligns with what you are passionate about, you are more likely to find long-term fulfilment and success in your career.



Aligning career decisions based on the congruence of personality, cognitive skills, and interests ensures a more comprehensive and effective career fit. While interests highlight what an individual enjoys, incorporating personality and cognitive skills into the decision-making process ensures that the chosen career not only aligns with personal passions but also suits the individual's natural behaviours and intellectual capabilities. This holistic approach leads to better job performance, higher satisfaction, and long-term success, minimising the risk of career mismatches and fostering resilience in the face of job challenges. By considering all three dimensions, individuals can make more informed and sustainable career choices.

REPORT OVERVIEW

About this Report

This report can be used to answer three questions that an individual might have about one's career in a stepwise manner.

STEP 01

Who am I?

What are my interests, skills, and strengths?

It requires one to work on one's life skills.

STEP 02

Where am I in my life currently?

What are the opportunities available to me right now to work on myself?

It requires one to develop competence to act effectively within one's environment.

STEP 03

In which direction do I want to go, and how do I get there?

It requires one to come up with a career plan.

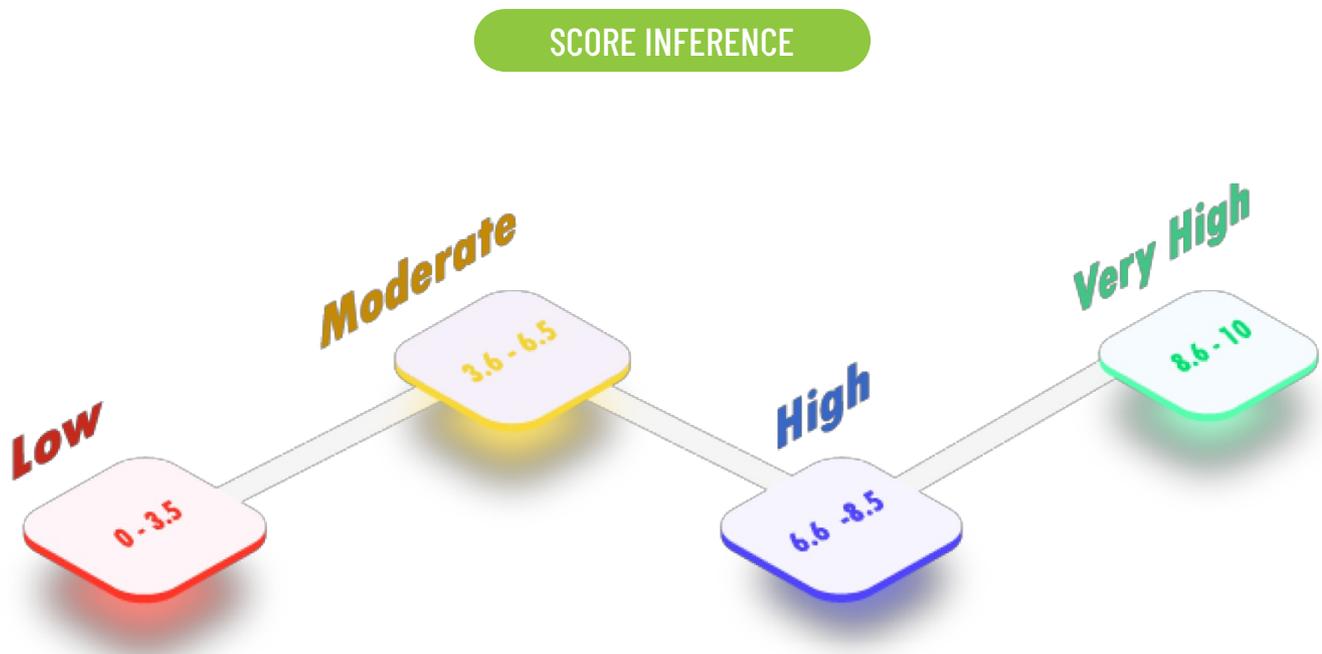
Things to Remember While Going Through this Report

- Take into consideration the 'Career Recommendations' for a more informed career decision, as it will provide you with a holistic insight for success.
- Be sure to take one's interests, motivations, and preferences into account.
- Seek support to understand the insights of this report through individual counselling sessions.

How to Interpret the Assessment Results

The results of this assessment report have been presented as a standardised score from 1 to 10, based on a reference group. To simplify further, it means that your individual score has been compared to the average score of the reference group in order to understand where you stand in comparison to others.

For example: If an individual correctly answers 7 out of 10 questions in a quantitative reasoning section, they might think they scored well. However, if the group average is 8, their result would be considered below average. Please note that there is no passing score; the range you fall in determines your suitability for specific careers.



SUMMARY

CAREER RECOMMENDATIONS

- 01** Visual Communication Designer
- 02** Graphic Designer
- 03** Painter/Illustrator

* You are likely to perform equally well in all these career options. Please make an informed decision based on what you would enjoy doing and what would help you fulfill your aspirations.



STRENGTHS

Personality

Internal Locus Of Control

Taking responsibility and believing in self-efficacy.

Social Astuteness

Persuading others and understanding social dynamics.

Goal Orientation

Exploring and learning new things.

Warmth

Being empathetic and supportive to others.

Aptitude

Quantitative Reasoning

Solving math problems and understanding numerical data.

Spatial Reasoning

Visualising and manipulating objects in space.





DEVELOPMENT OPPORTUNITIES

Personality

Stress Resilience

Feeling easily stressed or overwhelmed.

Trusting

Being overly cautious or holding grudges.

Tolerance

Feeling uncomfortable with differences in others.

Cooperative

Preferring to do things independently or resisting group norms.

Aptitude

Creative Thinking

Struggling to come up with new and innovative ideas.

Verbal Reasoning

Struggling to understand complex language or follow detailed instructions.

Critical Thinking

Struggles with evaluating complex arguments or evidence critically.



KEY CAREER INTERESTS

- 01** Visual Communication Designer
- 02** Graphic Designer
- 03** Painter/Illustrator
- 04** Social Media Manager
- 05** Architect

1. VISUAL COMMUNICATION DESIGNER

Role and Responsibilities

Visual Communication Designers use visual elements such as typography, images, and layouts to convey messages and ideas effectively. They work in various media, including print, digital, and multimedia. Responsibilities include creating designs for advertisements, branding, packaging, websites, and social media content.

Industry and Job Outlook

- ✔ High demand in the advertising, digital marketing, and branding sectors.
- ✔ Opportunities in graphic design, UI/UX design, and multimedia production.
- ✔ Growing importance of digital media and content creation.
- ✔ Expanding roles in e-commerce and online platforms.

Related Roles

- ✔ Brand Designer
- ✔ Exhibition Designer
- ✔ Advertising Designer

Related Subjects

- ✔ Art/Design
- ✔ Computer Science
- ✔ English
- ✔ Media Studies
- ✔ Communication Studies

Educational Requirements

- ✔ Bachelor's Degree in Visual Communication, Graphic Design, or Fine Arts.
- ✔ Advanced training in Digital Media or UI/UX Design can enhance career prospects.
- ✔ Certifications in Adobe Creative Suite or similar software are beneficial.

Top 5 Institutions

NIRF 2024 *

1. National Institute of Design (NID), Ahmedabad
2. Srishti Institute of Art, Design and Technology, Bangalore
3. Symbiosis Institute of Design, Pune
4. Indian Institute of Art and Design (IIAD), New Delhi
5. Pearl Academy, New Delhi

QS Rankings *

1. Royal College of Art
2. Parsons School of Design
3. University of the Arts London
4. Rhode Island School of Design (RISD)
5. Massachusetts Institute of Technology (MIT)

Entrance Exams in India *

1. NID Design Aptitude Test
2. JEE Mains/Advanced
3. UCEED - for Undergraduate Design Programs
4. CEED - for Postgraduate Design Programs
5. Pearl Academy Entrance Exam
6. NIFT Entrance Exam

Key Recruiters *

1. Ogilvy & Mather
2. Leo Burnett
3. DDB Mudra Group
4. Wunderman Thompson
5. McCann Worldgroup

* **NIRF**: The National Institutional Ranking Framework (NIRF) is an initiative by the Ministry of Education, Government of India, launched in 2015. It provides a comprehensive ranking of higher educational institutions across India based on various parameters such as teaching, learning, research, graduation outcomes, outreach, and inclusivity. The rankings are released annually and have become a benchmark for educational institutions in India.

* **QS World University Rankings**: QS World University Rankings is an annual publication by Quacquarelli Symonds, a British company specializing in education and study abroad. The QS rankings are widely regarded as one of the most authoritative sources of comparative information on universities across the globe. They evaluate universities based on various metrics such as academic reputation, employer reputation, faculty/student ratio, citations per faculty, and international faculty and student ratios.

The "**Key Recruiters**" are determined based on multiple sources, including the India Skills Report by Wheebox, job portals like Naukri and Indeed, and Forbes India.

2. GRAPHIC DESIGNER

Role and Responsibilities

Graphic Designers create visual content for print and digital media, including logos, brochures, websites, advertisements, and social media graphics. They work with typography, images, and colours to communicate messages effectively. Responsibilities include brainstorming design ideas, collaborating with clients or creative directors, and using design software to create final products.

Industry and Job Outlook

- ✔ High demand in advertising, marketing, and digital media sectors.
- ✔ Opportunities in branding, packaging, and web design.
- ✔ Expanding roles in digital marketing and content creation.
- ✔ Growing importance of social media presence and visual storytelling.

Related Roles

- ✔ Logo Designer
- ✔ Brand Identity Designer
- ✔ Packaging Designer

Related Subjects

- ✔ Art/Design
- ✔ Computer Science
- ✔ Media Studies
- ✔ English
- ✔ Communication Studies

Educational Requirements

- ✔ Bachelor's Degree in Graphic Design, Visual Communication, or Fine Arts.
- ✔ Advanced training in Digital Media or Branding can enhance career prospects.
- ✔ Certifications in Adobe Creative Suite or similar software are beneficial.

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QS Rankings *

1. Royal College of Art
2. Parsons School of Design
3. University of the Arts London
4. Rhode Island School of Design (RISD)
5. Massachusetts Institute of Technology (MIT)

Entrance Exams in India *

1. NID Design Aptitude Test
2. Srishti Entrance Exam
3. SEED (Symbiosis Entrance Exam for Design)
4. IIAD Entrance Exam
5. Pearl Academy Entrance Exam

Key Recruiters *

1. Ogilvy & Mather
2. Leo Burnett
3. DDB Mudra Group
4. Wunderman Thompson
5. McCann Worldgroup

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3. PAINTER/ILLUSTRATOR

Role and Responsibilities

Painters create artworks using mediums such as oil, acrylic, watercolour, or mixed media, while Illustrators create images for books, advertisements, magazines, and digital media. Responsibilities include sketching concepts, selecting colours and materials, creating final pieces, and collaborating with clients or galleries to exhibit their work.

Industry and Job Outlook

- ✔ Steady demand in the fine arts and commercial illustration sectors.
- ✔ Opportunities in galleries, publishing, and advertising.
- ✔ Growing roles in digital art and multimedia content creation.
- ✔ Expanding interest in commissioned artwork and online art sales.

Related Roles

- ✔ Muralist
- ✔ Cartoonist
- ✔ Concept Artist

Related Subjects

- ✔ Art/Design
- ✔ History
- ✔ Fine Arts
- ✔ Media Studies
- ✔ Literature

Educational Requirements

- ✔ Bachelor's Degree in Fine Arts, Visual Arts, or Illustration.
- ✔ Advanced training in specific painting techniques or digital illustration can enhance career prospects.
- ✔ Certifications in Art Therapy or Digital Illustration are beneficial.

Top 5 Institutions

NIRF 2024 *

1. Sir J. J. School of Art, Mumbai
2. Kala Bhavana, Visva-Bharati University, Santiniketan
3. Maharaja Sayajirao University of Baroda, Vadodara
4. College of Fine Arts, Karnataka Chitrakala Parishath, Bangalore
5. Government College of Fine Arts, Chennai

QS Rankings *

1. Royal College of Art
2. University of the Arts London
3. Parsons School of Design
4. Rhode Island School of Design (RISD)
5. Pratt Institute

Entrance Exams in India *

1. MH-AAC-CET
2. Visva-Bharati University Entrance Test
3. MSU Entrance Exam
4. CET Karnataka
5. Tamil Nadu Fine Arts Exam

Key Recruiters *

1. National Gallery of Modern Art (NGMA)
2. Lalit Kala Akademi
3. Jehangir Art Gallery
4. Illustration Agencies
5. Publishing Houses

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DETAILED ANALYSIS

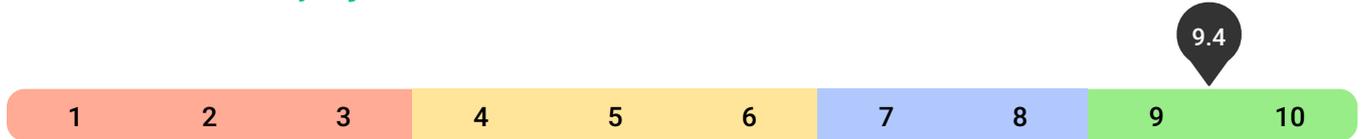
PERSONALITY INSIGHTS

Internal Locus Of Control - **Very High**



Strong sense of self-efficacy; consistently takes full responsibility for actions and outcomes.
Example: Reflects on what they can control and makes plans to improve in areas where they feel they didn't do their best.

Social Astuteness - **Very High**



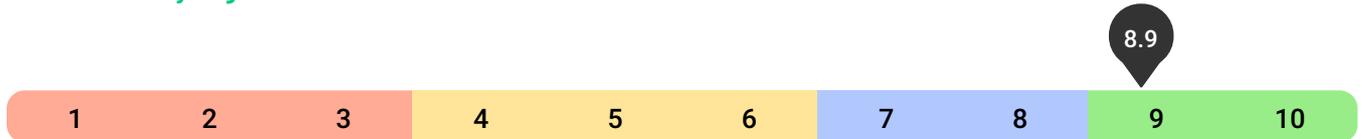
Highly skilled at persuasion and diplomacy, and understands social cues well.
Example: Easily persuades peers to work together on a group project while ensuring everyone feels heard and respected.

Goal Orientation - **Very High**



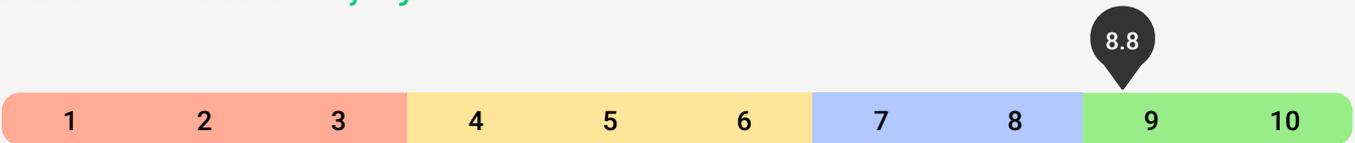
Always curious and loves exploring and learning about new things. Frequently engages in discovering new activities or subjects just for fun.
Example: Spends time researching or reading about a new topic out of curiosity.

Warmth - **Very High**



Very warm and caring, always ready to help others emotionally.
Example: Known for being the friend who always listens and offers support when someone is upset.

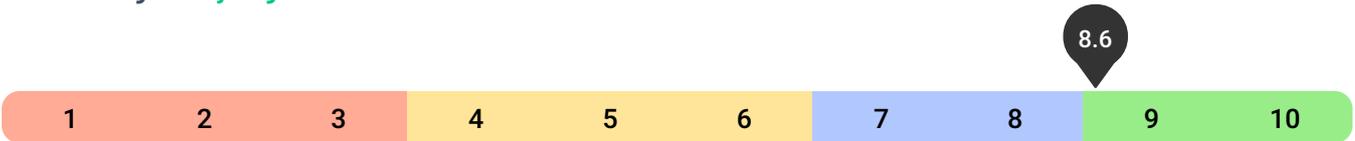
Achievement Oriented - **Very High**



Highly driven by goals, stays motivated, and finds satisfaction in accomplishments.

Example: Sets ambitious goals, such as mastering a musical instrument, and works diligently to achieve them.

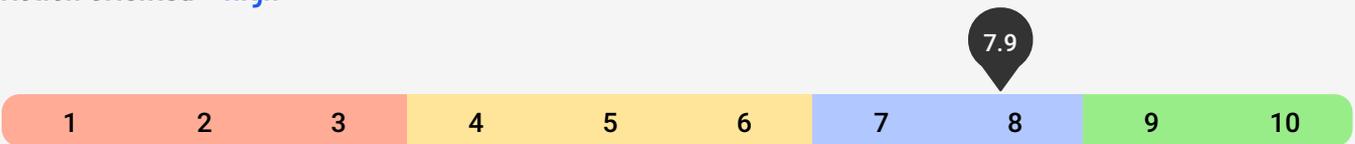
Risk Taking - **Very High**



Frequently takes bold risks and enjoys challenges, regardless of the outcome.

Example: Volunteers for challenging tasks at school, such as leading a project, even if it's unfamiliar territory.

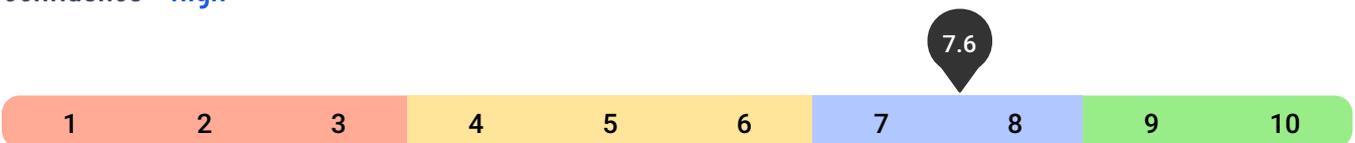
Action Oriented - **High**



Usually takes quick, decisive action when opportunities arise; values planning but is ready to act.

Example: Joins a school event or competition promptly after deciding it's a good opportunity.

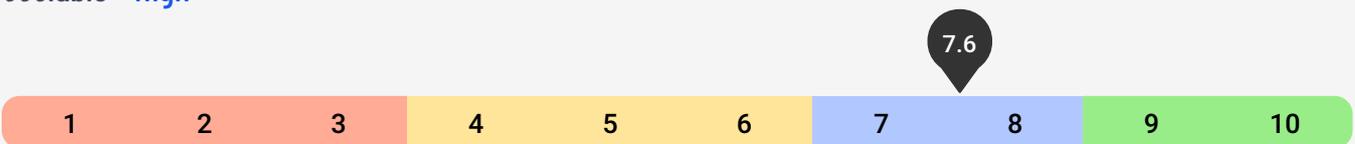
Confidence - **High**



Usually confident in abilities, takes on new tasks, and interacts easily with others.

Example: Volunteers to lead a group project because they trust in their abilities.

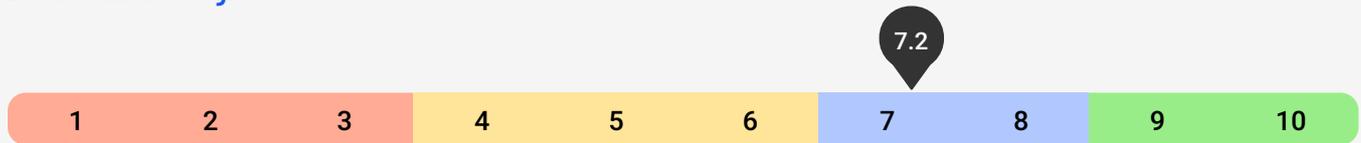
Sociable - **High**



Enjoys being around people and makes friends easily.

Example: Starts conversations with new classmates and invites them to join games.

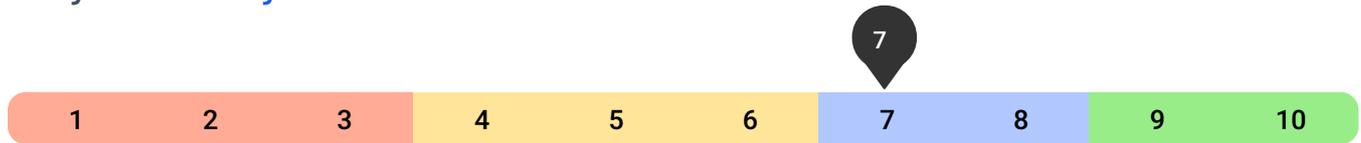
Deliberation - High



Usually thinks carefully before making decisions and considers consequences.

Example: Weighs the benefits and drawbacks before choosing which extracurricular activity to join.

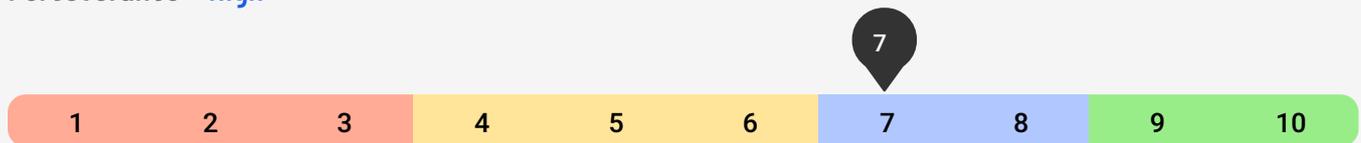
Straightforward - High



Usually honest and straightforward, prefers being genuine in interactions.

Example: Tells the truth even when it's hard and avoids manipulating situations or people.

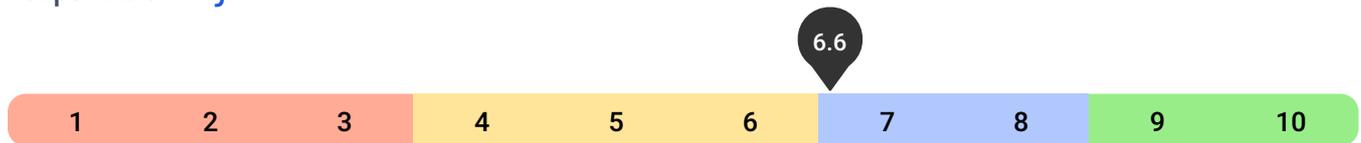
Perseverance - High



Usually perseveres, pushing through challenges to reach their goals.

Example: Keeps working on improving in a sport even after losing a few games.

Responsible - High



Generally responsible, takes ownership of actions, and committed to honesty.

Example: Completes homework on time and is honest about any mistakes made.

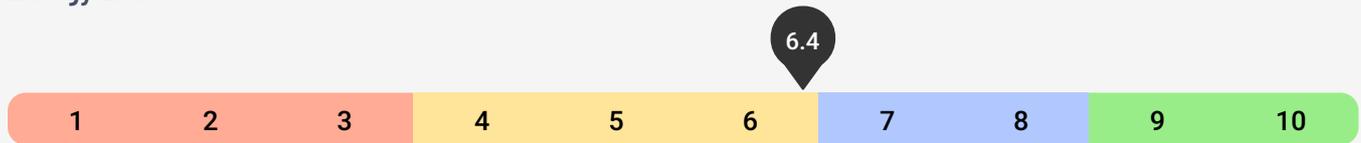
Optimism - Moderate



Sometimes feels positive, but negative thoughts can easily sway them.

Example: Starts out feeling good about something but may quickly get discouraged if it doesn't go as planned.

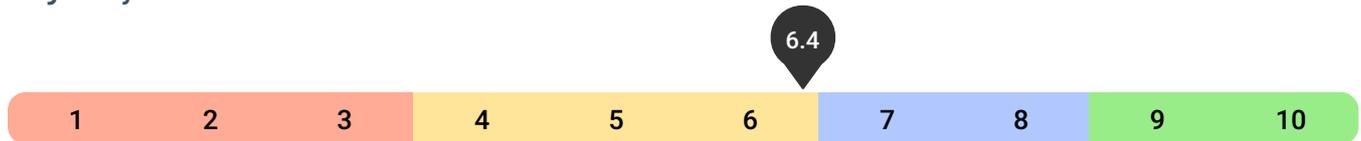
Energy Level - Moderate



Stays active but needs breaks to rest.

Example: Enjoys playing sports but needs to take breaks after a while to regain energy.

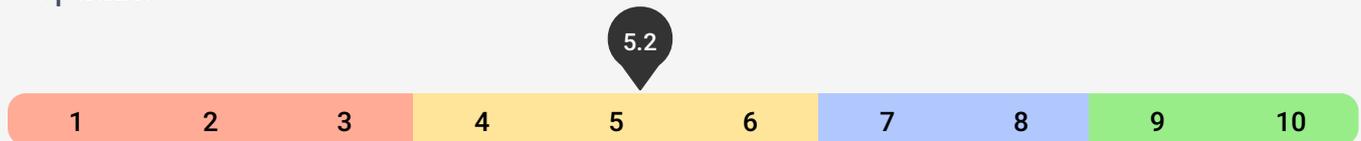
Originality Of Ideas - Moderate



Has some new ideas but generally prefers familiar ways of solving problems.

Example: Occasionally suggests a new way to solve a math problem but mostly sticks to known methods.

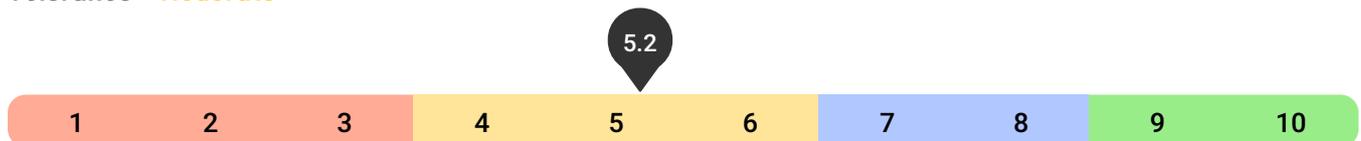
Cooperative - Moderate



Sometimes adapts to group norms but may resist when it conflicts with personal preferences.

Example: Works with others but may insist on their own ideas during group activities.

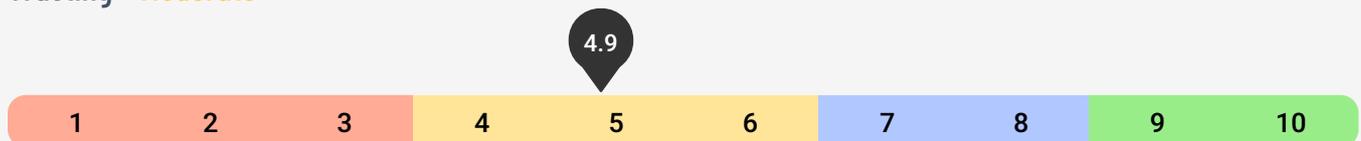
Tolerance - Moderate



Tries to be accepting but sometimes struggles when others have different opinions or customs.

Example: Might listen to someone with a different belief but still feel uncomfortable.

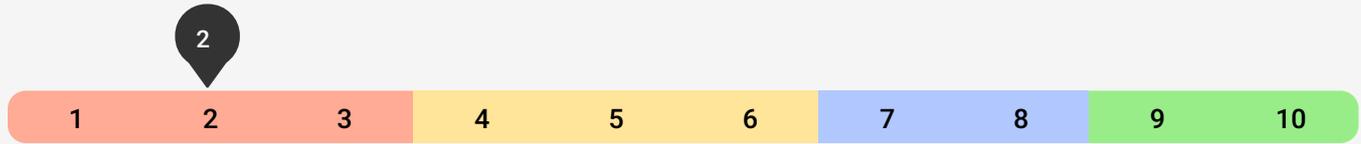
Trusting - Moderate



Sometimes trusts others but can be cautious and hold onto grudges.

Example: Might forgive a friend after some time but still remembers the incident and remains cautious.

Stress Resilience - Low



Easily stressed and finds it hard to stay calm under pressure.

Example: Gets very upset before a big event, like a school play, and finds it hard to relax.

DEVELOPMENT ADVICE



Stress Resilience

1. Ask a parent or teacher to help you learn relaxation techniques like deep breathing or meditation.
2. Practise staying calm by preparing ahead for stressful situations, like studying for a test over time instead of cramming.
3. Engage in stress-relief activities like physical exercise or creative hobbies.

Trusting

1. Ask a parent or teacher to help you practise trusting others by focusing on their positive traits.
2. Reflect on how forgiving someone can help improve your relationship.
3. Practise letting go of past mistakes by focusing on positive future interactions.

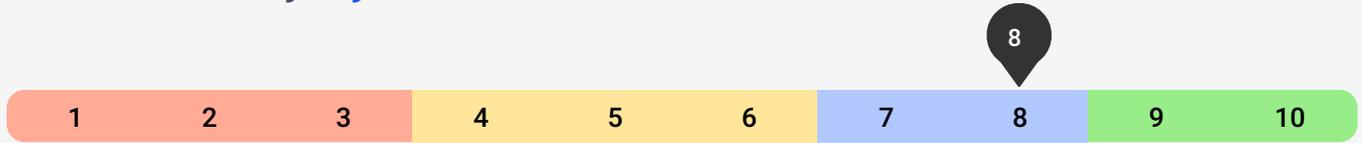
Tolerance

1. Ask a parent or teacher to explain different cultures or beliefs to help you understand them better.
2. Try talking to someone who has different customs and learn something new from them.
3. Reflect on how it feels when someone accepts you for who you are.

Cooperative

1. Ask a teacher or parent to help you practise compromising during group activities.
2. Set a goal to listen to others' ideas during group work.
3. Reflect on how working well with others can make group activities more enjoyable and successful.

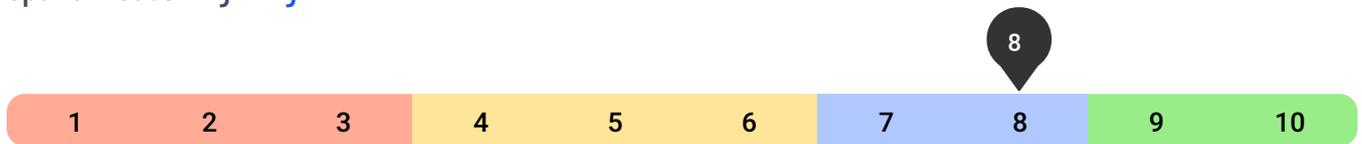
Quantitative Reasoning - High



Usually solves numerical problems accurately and understands and applies mathematical concepts well.

Example: Performs well in maths class, can solve word problems, and understands the use of numbers in real-life situations.

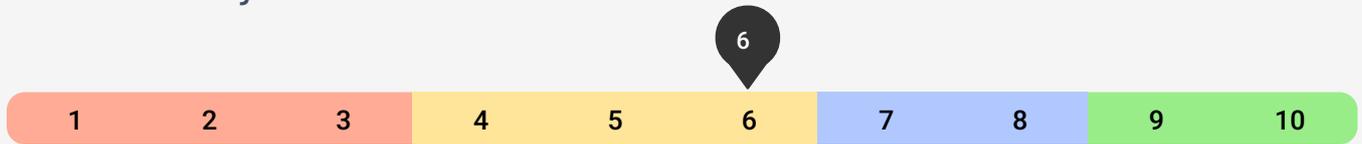
Spatial Reasoning - High



Usually visualises and manipulates objects well and understands spatial relationships accurately.

Example: Performs well in tasks that require understanding of space, like geometry or building with blocks.

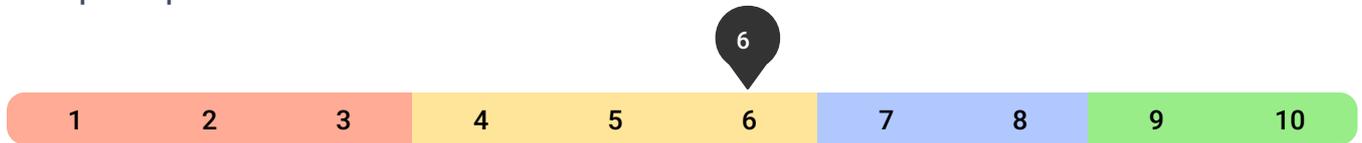
Abstract Reasoning - Moderate



Can understand simple abstract concepts but may struggle with more complex ideas.

Example: Understands some abstract relationships but may need extra help with concepts such as analogies or metaphorical thinking.

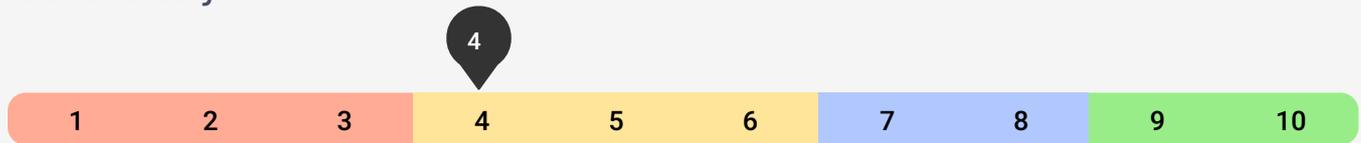
Perceptual Speed - Moderate



Can notice basic differences and similarities but might take longer with more complex patterns.

Example: Can spot differences in simple patterns but may struggle with more intricate details or larger sets of data.

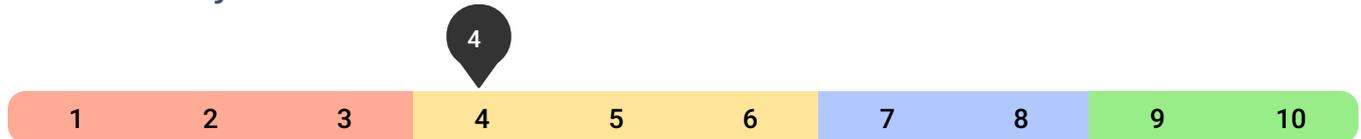
Critical Thinking - Moderate



Can think critically at times but may struggle with complex arguments or evidence.

Example: Occasionally evaluates information logically but may need guidance to see connections between ideas or to question assumptions.

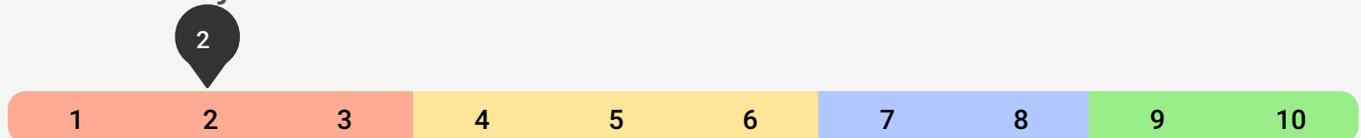
Verbal Reasoning - Moderate



Can understand and follow verbal instructions but might struggle with complex language or abstract concepts.

Example: Understands basic instructions but might need extra help with complex word problems.

Creative Thinking - Low



Struggles to come up with new ideas or think creatively.

Example: Often sticks to conventional methods and may find it difficult to brainstorm unique ideas or solutions to problems.

DEVELOPMENT ADVICE

Creative Thinking

1. Ask a parent or teacher to help you with brainstorming sessions to generate new ideas.
2. Engage in creative activities such as drawing, writing, or crafting, to stimulate creative thinking.
3. Challenge yourself to find different solutions to everyday problems or tasks.

Verbal Reasoning

1. Ask a teacher or parent to help you practise reading comprehension by summarising stories or passages.
2. Set a goal to follow verbal instructions carefully and ask questions if you don't understand.
3. Practise verbal reasoning puzzles or games to improve comprehension.

Critical Thinking

1. Ask a teacher or parent to help you practise critical thinking by discussing different viewpoints on a topic.
2. Engage in activities that require you to evaluate evidence and draw conclusions, such as debate or research projects.
3. Practise questioning assumptions by asking "why" and "how" when presented with information.



Visual Communication Designer

Enjoys designing graphics and logos, likes working on visual projects, and is interested in creating digital art.

Graphic Designer

Enjoys designing posters and digital art, likes experimenting with design software, and is interested in creating visual content.

Painter/Illustrator

Enjoys painting or drawing, likes creating visual art in various mediums, and participates in art classes.

Social Media Manager

Enjoys using social media, is interested in managing online presence, and likes creating and sharing content on platforms.

Architect

Enjoys drawing buildings, creating models of houses, visiting architectural landmarks, and is interested in how structures are designed.

CAREER COUNSELLING

What is Career Counselling?

Career planning and development is a lifelong process that is influenced by our personality, aptitude, interests, beliefs, values, and external factors. Career counselling is a process that helps us know and understand ourselves and the work trends and empowers us to take an informed decision about our careers and education path to fulfil our career aspirations.

It involves creating a psychologically safe and secure environment, a relationship built on trust and respect, and is based on scientifically designed and valid assessments delivered by professionally qualified counsellors.



How would it help you, and what can you expect?

1. Helps you figure out who you are and what you want out of your education, your career, and your life. It also involves access to the resources and knowledge that a career expert possesses.
2. Helps you identify the factors influencing your career development and helps you assess your interests, abilities, and values.
3. Helps you gain confidence and insights to focus your areas of development.
4. Helps you change and alter unwanted behaviour patterns by gaining insights into the reasons leading to it.
5. Helps you explore careers and major options.

For example:

- ☺ I have no idea what I want to do with my life.
 - ☺ I know what I want to do, but I'm not sure what the best major would be.
 - ☺ I want to know what kinds of jobs I can get with my major.
6. Helps to resolve conflicting states of mind.

For example:

- ☺ I like a lot of different subjects, and I keep changing my major because I'm not sure which one is the best for me!
- ☺ I don't like any of my classes, and none of the majors seem really appealing to me.
- ☺ I was planning on going into the Engineering program, but I applied and didn't get in. What do I do now?
- ☺ I have a lot of work experience, and I want to find a new career path that will build on the skills I already have.
- ☺ My family really wants me to be a doctor, but I'm not sure if that's really what I want.

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