

Pack Your Skills' Terms of Service

The present terms of service (hereafter named "Terms of Service") aim at governing the conditions of use of the Website, and to describe to rights and obligations of the Users put through on the Website, and its editor Pack Your Skills.

Any access and/or use of the Website implies the unconditional acceptance of the present Terms of Service by the User.

Rapid access :

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I – Definitions

Pack Your Skills : association corresponding to the French "law 1901", registered in Paris under n° W751238606, and "SIRET" number 830 444 659 00015, which registered office is located at 55 boulevard de Reuilly - 75012 Paris

Crew : designated any moral or physical person using the Website with the purpose of getting in contact or being put through with one or more Packers, in order to entrust a specific Mission.

Packer : designates any physical adult who wishes to propose his or her skills to a Crew, in the context of a trip.

Mission : designates the specific task entrusted by a Crew to a Packer.

November's round : designates all the Missions that will take place from november 5 to november 19, 2017.

Website : designates the internet website operated by Pack Your Skills, which URL is <https://www.packyourskills.com>. The website consists in a platform to put through Crews and Packers.

II – Description of the service to the Crews

2.1 State of mind & Commitments towards the Packer

2.1.1 State of mind

In order for the exchange to succeed both from the Packer and Crew's point of view, it is important that the Crews understand the reasons why the Packers use the service and, therefore, the context they need to provide, and the values they need to respect.

3 values are very important in the exchanges organized by Pack Your Skills : benevolence, sharing, and trust. It is important to respect those values so that the experience remains a pleasure for everybody. In addition, the impact Pack Your Skills wishes to have on Packers is to contribute to their personal fulfilment. We want to have them live an interesting experience in a project that has impact, and encourage their engagement by having them discover the dynamic of social entrepreneurship.

So the Crew is expected to respect the following assertions:

Always be benevolent towards the Packers that you will receive:

- Thinking of an interesting Mission that enhances the Packers' skills.
- Being conscious that the Packer is not only workforce but has a desire to use his trip to discover Paris and its ecosystem. Being attentive to the Packer's expectations and needs.
- When asked, leaving an honest, fair and polite recommendation towards the Packer you welcomed.
- Being respectful of the welcomed Packer by integrating him or her within the team and by offering an appropriate housing.

Participating in a sharing dynamic

- The Pack Your Skills experience wouldn't be comprehensive without the exchanges between the travelers and the projects. The Crews need to welcome the Packer in an open-minded state of mind, the will to share their everyday life, their culture, their experiences.
- The Crews need to plan some time to spend moments outside of work moments

Being trustworthy

- Giving true information, especially a real photo of each person when asked, of the accommodation and the workplace
- The Crews agree to have the Packer do the Mission they agreed upon, to provide the Packer with the accommodation and meals according to what they wrote in their Mission offer.



2.1.2 Intellectual property of work produced by the Packer

The Crews agree to write the name of the Packer on each work the Packer produced and that the Crews will be allowed to use thanks to a contract of transfer of exploitation right, obtained during the Mission, exclusively and for free.

2.1.3 Canceling a Mission

Once the Packer's arrival is validated, the Crews agree to not cancel the Mission. If they were to have to cancel it, and that the Packer already had paid (for transportation tickets, Visa, or other), and can prove it, the Crews agree to offer the accommodation for the Packer, no matter what, in the initially planned conditions and dates.

2.2 Process for November's round, 2017

Mid-September to mid-October, 2017 : selecting a Packer for the Mission

Between September 15 and October 15, 2017, Pack Your Skills will communicate the Missions on different Internet channels in order to find applicants. Pack Your Skills does its best to find as many applicants as possible. However, The Crews need to understand that the number of applications is random and depend on the period of the year, the chosen skill, and the perceived attractiveness of the Mission by the potential applicants.

During this period, the Crews will receive one or more applicants to their Mission. Each application will be visible privately on the Website. When they receive the applications, the Crews are encouraged to get in contact with the applicants whose profile is interesting, by the mean of their choice. Pack Your Skills will provide the Crews with a booklet to help them choose the right applicant.

The applicants can apply to several Missions. Pack Your Skills therefore recommends to Crews to be reactive if they like profiles.

Crews will have to choose the applicant they want for the Mission and get his or her confirmation before October 15, so that the Packer has time to organize his trip.

November 5 to 19, 2017 : the Mission

Before the beginning of the Mission, Pack Your Skills will provide Crews with a booklet to help welcoming and onboarding the Packer well.

Crews must welcome the Packer when he or she arrives in Paris. The Packer and Crew are free to choose how they want to organize that.

Crews must provide the Packer with the minimum required by the Pack Your Skills experience. For the whole duration of the Mission :

- an accommodation: private room or sofa at someone from the Crew's team's place
- meals

- transportation from the accommodation to workplace

During the Mission, a member of the Pack Your Skills team will come to take pictures and/or videos in order to use them in their communication about this round later on.

At the end of each Mission, Pack Your Skills might ask Crews and Packers to mutually estimate their collaboration. The recommendation left by a Packer might appear on the Crew's page. The recommendation left by a Crew might be visible by the packers who applied to a crew's Mission. Recommendations might be moderated by the Pack Your Skills team.

2.3 Price of Service

The service is charged to Crews, but consists of willing offering, which means the Crews choose the price they want to pay themselves. The Crews commit to pay the price they announced when filling out the form.

After filling out the form, Pack Your Skills will send a quotation to the Crews, who they will have to send back signed before putting Missions online.

After the Packer's departure, Pack Your Skills will send a bill to the Crews, who will have to pay as soon as they receive it.

2.4 Impact Assessment

Pack Your Skills wants to assess the impact on users, to check that the experience has the expected impact, according to the mission the team gave itself, and to get improvement axes for its service.

Before, during, and after the Mission, Pack Your Skills might get in contact with Crews to get their opinion and feedback concerning the experience.

2.5 Personal data

Pack Your Skills gathers the data given in the form to suggest a Mission:

- Billing data are kept privately and used only for quotations and billing.
- The accommodation exact address is only communicated to the Packer the Crew chose for the Mission so that the Packer can organize his or her trip and stay better.
- The email addresses and phone numbers are only communicated to the Packer the Crew chose for the Mission so that the Packer has all the necessary contacts for his or her Mission
- All other information is published publicly on the 'Mission' page
- No data is sold to third-parties

Once the platform will be online, accordingly to the French data protection act (loi "Informatique et liberté" from January 6, 1978, and modified by the law from August 6, 2004, the Crews will be allowed to access, modify, and delete personal data of his.

III – Description of the Service to the Packers

3.1 State of mind & Commitments

3.1.1 State of mind

In order for the exchange to succeed both from the Packer and Crew's point of view, it is important that the Packers understand the state of mind of a Pack Your Skills experience.

3 values are very important to make the Pack Your Skills exchanges enjoyable : benevolence, sharing, trust. It is important to respect them so that the experience can be a pleasure for all. the Packer agrees to respect the following values:

Always be benevolent to other people met :

- Being respectful of the team that welcomes the Packer, the workplace and accommodation
- When it will be asked, leaving an honest, fair and polite notice concerning the Crew

Adopting a sharing dynamic

- The Pack Your Skills experience would not be comprehensive without the sharing between Packers and Crews. The Packers must come with a spirit of openness and desire to share their culture, point of view, experiences and skills.

Being trustworthy

- Giving real information and a real photo. Only indicating work and personal experience the Packer actually had.
- When the Packers confirm their presence for a Mission, they commit to come and organize their trip themselves and maximum 7 days after they received the confirmation from the Crew.
- If the Packers really need to cancel, they commit to warn the Pack Your Skills team and the Crew who was supposed to welcome them, as soon as they can.

3.1.2 Intellectual property of work produced by the Packer

The Packer agrees to transfer, exclusively and for free, the intellectual property rights concerning the work produced during the Mission. The transfer will be done during the Mission.

3.1.3 Canceling a Mission

Once the Packers confirm they are coming to do the Mission, they commit to not cancel their participation, but case of force majeure.

3.2 Process for November's round, 2017

Mid-September, 2017 : Missions online

Missions for November's round will be online Mid-September. All Internet users, signed up or not on the Website, will be allowed to see the Missions on the Website.

Mid-September to mid-October, 2017 : applications

Between mid-september to mid-October, 2017, the Packers will be able to apply to one or several Missions.

To apply, the Packer must sign up on the Website. The access to his account is protected by a log in and password. Once signed up, the Packer will be able to apply by clicking the 'Apply' buttons on each Mission page.

The Packers are free to apply to one or several Missions.

After validation by the Pack Your Skills team, the Packer's application(s) will be transferred to the Crew(s) by email. If the Crew is interested by the application, he will get in touch with the Packer, using one of the contact information given in the application form.

The Pack Your Skills team might not transfer the applications they will judge inappropriate.

The Packer chosen by the Crew is informed by the latter and must confirm to the Crew and to Pack Your Skills that he or she actually wants to come do the Mission.


The Packer must confirm this before October 15 and organize himself/herself his trip to Paris, and make sure to be there from november 5 to November 19, 2017, at his expenses. For example, he must book the transportation to come, check he/she has the right Visa, and that identify papers are good, and take enough money to pay for his/her expenses in Paris, other than accommodation, meals and transportation to workplace.

November 5 to 19, 2017 : Mission

November's round will take place from November 5 to November 19, 2017. The Packer is welcomed by the Crew when he/she arrives. The Packer and Crew are free to choose how they want to organize that.

During the Mission, the Packer will get :

- an accommodation: private room or sofa at someone from the Crew's team's place
- meals
- transportation from the accommodation to workplace



At the end of each Mission, Pack Your Skills might ask Crews and Packers to mutually estimate their collaboration. The recommendation left by a Packer might appear on the Crew's page. The recommendation left by a Crew might be visible by the packers who applied to a crew's Mission. Recommendations might be moderated by the Pack Your Skills team.

3.3 Price of the service

For legal reasons, Packers need to become members of our association. To do so, they need to pay for a yearly 10€ subscription. Packers must pay for this subscription to Pack Your Skills when they arrive in Paris.

The traveling expenses (airplane, bus, Visa...) are at the expense of the Packer.

3.4 Impact assessment

Pack Your Skills wants to assess the impact on users, to check that the experience has the expected impact, according to the mission the team gave itself, and to get improvement axes for its service.

Before, during, and after the Mission, Pack Your Skills might get in contact with Packers to get their opinion and feedback concerning the experience.

3.5 Personal data

Pack Your Skills gathers the data given in the sign up and application forms

- All information given in the application form will be transferred to the Crew the Packer applied for, especially the contact information (email address, phone number, Skype ID, Facebook profile or other)
- No data is sold to third-parties

Once the platform will be online, accordingly to the French data protection act (loi "Informatique et liberté" from January 6, 1978, and modified by the law from August 6, 2004, the Crews will be allowed to access, modify, and delete personal data of his.

IV – Contact

If you have any question concerning the Website and services of Pack Your Skills, Crews and Packers can contact the Pack Your Skills team by sending them an email at hello@packyourskills.com

V – Applicable law and competent court

The present Terms of Service are subject to the French law. Any dispute relative to their content, conclusion, interpretation and/or execution are entrusted to the exclusive competence of Paris Court of Appeals' jurisdictions.

Last changes : September 17, 2017