

JOBSNIPER

HACKATHON 2026

Developer Kit & Official Rules

Last Updated: April 28, 2026

Effective Date: April 28, 2026

JobSniper Inc.

jobsniper.pro

550 Bayview Ave, Toronto, ON M4W 3X8, Canada

Support: david@jobsniper.org

PART 1: OFFICIAL RULES & GUIDELINES

1. Vision & Participation Benefits

JobSniper respects the dedication and intellect of the tech community. We are committed to providing real value to all participants, regardless of whether you win a prize.

- **1-Month VIP Access:** Granted to all participants who successfully register and receive a valid API Key before the deadline.
- **6-Month VIP Access:** Exclusively for individuals/teams who submit a valid entry in Phase 1 (must include an idea description, architecture diagram, and source demo).
- **Objective:** To ensure there are no "losers." This access allows you to deeply experience our backend architecture and leverage our platform to find high-paying remote opportunities.

2. Phases & Prize Structure

In an era of advanced coding tools, we highly value Architectural Thinking and Idea Feasibility over sheer lines of code. The competition is divided into two phases:

Phase 1: Idea Pitching & Demo

Participants have 1 month to research and submit their ideas. Full source code is not required at this stage.

- **1st Prize:** \$5,000
- **2nd Prize:** \$2,500
- **3rd Prize:** \$1,000

Phase 2: Source Code Acquisition

JobSniper may propose to acquire the entire project from teams with the most outstanding ideas to integrate them into our ecosystem. Acquisition budgets include tiers of **\$20,000, \$7,500, and \$4,000**.

If acquired, you must deliver: clean, bug-free source code, full documentation (build/deploy instructions), and transfer any related server/infrastructure ownership.

3. General Rules & Career Opportunities

- **Team Formation:** No limit on team size. You have complete creative freedom.
- **Warm Intros:** For the top 3 winning teams, JobSniper will directly write warm introduction letters to tech companies and our partner networks in Silicon Valley.
- **Registration Requirement:** To qualify for warm intros, all contributing team members must be accurately listed in the final submission.

4. Intellectual Property (IP) Policy

- **No Acquisition:** If JobSniper does NOT acquire your source code in Phase 2, all IP rights remain 100% yours. JobSniper commits to not utilizing your specific codebase.
- **Acquired Projects:** If JobSniper agrees to purchase your project in Phase 2, full intellectual property and commercial rights will be transferred to JobSniper upon final payment.

5. Legal Disclaimers & Eligibility

5.1. Sanctions & Embargoes Clause: To comply with international law and U.S. sanctions (OFAC), we do not accept participants and cannot award prizes to any individual residing in embargoed countries. Any attempt to circumvent this (e.g., using VPNs, third-party bank accounts, or Crypto) will result in immediate disqualification.

- **5.2. Final Decision Clause:** The JobSniper Judging Panel holds the ultimate authority in determining winners. Decisions are final, binding, and cannot be appealed or litigated under any circumstances.
- **5.3. Anti-Plagiarism & 3rd Party IP:** Participants must guarantee that their submitted code does not infringe on copyrights, steal closed-source code, or violate non-commercial Open Source licenses. Participants bear full legal responsibility for any IP disputes.
- **5.4. Taxes & Transfer Fees:** Prizes are gross amounts. Winning participants are solely responsible for declaring and paying any applicable personal income taxes in their jurisdiction. JobSniper is not responsible for tax withholding.
- **5.5. Right to Modify or Cancel:** In cases of force majeure (severe technical failures, natural disasters, or organized fraud), JobSniper reserves the right to postpone, modify, or cancel the Hackathon at any time without compensation.
- **5.6. Team Prize Distribution:** For team entries, cash prizes will be transferred to a single bank account designated by the Team Leader. The Team Leader is solely responsible for distributing the prize among members. JobSniper assumes no liability for internal financial or IP disputes.
- **5.7. IP Protection & Independent Development:** JobSniper respects your IP and will not maliciously copy your core codebase to avoid acquisition payouts. However, participants acknowledge that in the tech industry, overlapping ideas are common. JobSniper reserves the right to independently develop or launch similar features if they: (a) become industry trends; (b) are widely adopted by competitors; (c) rely on public domain concepts; or (d) were already on our internal R&D roadmap prior to your submission. Participants agree not to sue JobSniper for copyright infringement in these cases.
- **5.8. Usage & Confidentiality:** All resources and API keys provided are strictly confidential and for competition use only. Any abuse, public sharing of keys, hacking, DDoS attempts, or unauthorized data scraping will result in immediate disqualification and potential legal action.
- **5.9. Age & Legal Capacity:** Participants must be at least 18 years old (or the age of majority in their jurisdiction). Minors must provide written consent from a legal guardian to receive prizes and transfer IP.
- **5.10. Governing Law & Arbitration:** These rules are governed by the laws of Ontario, Canada (City of Toronto). Any disputes arising from this Hackathon shall be resolved by binding commercial arbitration in Toronto, Ontario, rather than civil court. Participants waive their right to participate in any class-action lawsuits against JobSniper.

PART 2: JUDGING CRITERIA & SUBMISSION REQUIREMENTS

Judging Rubric (Total: 100 Points)

To ensure absolute fairness and transparency, all submissions will be evaluated by the JobSniper core team based on the following four pillars:

Category	Description	Points
API Integration & Technical Excellence	Depth of integration, clean architecture, modularity, performance, and error handling.	30
Business Value & Practical Impact	Problem-solving, market viability, scalability, and efficiency gains.	30
Innovation & Creativity	Originality, out-of-the-box thinking, and unique approaches.	20
UX/UI Design	Usability, intuitive navigation, and visual polish. Functionality over pixel-perfection.	20

Submission Requirements

Your final submission **MUST** include all the following components before the deadline. Incomplete submissions will be disqualified.

- 1. A Working Prototype (Live Demo or Local Build):** A live, publicly accessible URL (e.g., Vercel, Heroku, AWS). *Alternative:* foolproof Docker instructions or a script to run it locally.
- 2. Source Code Repository (GitHub/GitLab):** A link to your public repository. The README.md must include: Project Title & Elevator Pitch, Tech Stack, API usage details, and Setup Instructions.
- 3. Demo Video (Max 3 Minutes):** A short video uploaded to YouTube, Vimeo, or Google Drive (Public). Introduce the problem -> Demonstrate core features -> Explain future roadmap. A simple screen recording with voiceover is perfect.
- 4. Team Information:** Names, GitHub, and LinkedIn profiles of all team members. Explicitly specify the Team Leader.

PART 3: CORE API REFERENCE v1.0

Overview & Authentication

Welcome to the JobSniper Hackathon API. To access the endpoints, all requests must be authenticated using your unique team key.

```
Base URL: https://jobsniper.pro/api/hackathon
Authentication Header: x-hackathon-key: [Your-Team-Secret-Key]
```

Rate Limits

To ensure system stability for all participants:

- **Standard Limit:** 100 requests per hour per Key. Exceeding this returns a 429 Too Many Requests status.
- If your application requires a higher volume for a specific feature, please email David to request a limit increase.
- **Security:** Keep your API key secure. Any keys exposed publicly will be immediately disabled.

API Endpoints

1. Retrieve All Jobs

Retrieves the latest available job listings. Data is cached for optimal performance.

- **Endpoint:** GET /jobs
- **Response (200 OK):** An array of job objects containing basic fields such as title, company, slug, salary, and tags.

2. Retrieve Job Details & Premium Insights

Retrieves the full job description along with our proprietary technical intelligence data.

- **Endpoint:** GET /jobs?slug={job_slug}
- **Response (200 OK):**
 - Basic details: title, desc, salary, postedAt.
 - Premium interview_data object containing: hint, executive_brief, stability, culture, and keywords.

Note: If requested without a valid key, the premium intelligence fields will return the value "Locked".

3. Submit Technical Solution

Endpoint for submitting a candidate's technical solution to the JobSniper evaluation system.

- **Endpoint:** POST /apply
- **Body (JSON):**

```
{
  "job_slug": "senior-backend-stripe-123",
  "email": "candidate@example.com",
  "solution": "My architectural approach is..."
}
```

- **Response (200 OK):**

```
{
  "status": "success",
  "message": "Solution received. Our engineering team is currently reviewing your submission. We will contact you via email shortly."
}
```