

Privacy Policy

C2Ctalent.com is an online platform which enables organisations to recruit candidates recommended by experts. We pay a lot of attention to every recommended candidate and carefully review any job offer to be able to match the most suitable candidates with the best offers. Your privacy is of our utmost importance and by being restrictive and careful we do our best to protect it from any potential harm. We believe that in details is the clue and, therefore, we protect every piece of information from being misused. Below you can find a summary of how we do collect, use and transfer any data provided by our users.

We would like to highlight that if you use the Platform, you automatically approve all the Terms and Conditions and accept our Privacy Policy, therefore, it is more than necessary for you to read all of those.

Our approach

So as to be able to comply with all the laws which protects personal data such as Data Protection Act 1998 (DPA) and (from 25 May 2018), the General Data Protection Regulation 2016/679 (GDPR), we hereby confirm that our data is:

- a) Used lawfully, fairly and in a transparent way
- b) Collected only for purposes expressly agreed and not used in any other manner
- c) Kept no longer than is necessary for recruitment processes
- d) Kept securely and carefully
- e) Disposed of confidentially and always subject to your prior express approval

Personal data (GDPR)

For the purpose of this policy we have decided to use a definition of 'personal' implied in GDPR. 'Personal data' means any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person. It does not include data where the identity has been removed (anonymous data).

The personal data we hold include: name, surname, email, social media website profiles that were shared with us and any other information which may be required for recruitment's purposes and which will be provided by its owner or by third parties permitted to do so.

The way we use the data

Whether you are a Recommender, an Organisation or a Candidate, you automatically give consent to the storage of your data in the moment when you recommend or accept an invitation to the recruitment process. We are very careful with sharing any of information stored and, therefore, we will not provide anyone with any of your data without your prior express approval. All the data which will be processed and possibly transferred (subject to your express approval) is used only for the purposes connected with recruitment processes unless we reasonably consider that we need to use it for another reason which is compatible with the original purpose. If we need your data for any other reason, we will ask you for an approval before any further action.

By providing your data, you give a consent to transfer your data amongst entities directly connected with C2C Talent Network Ltd. Any potential transfer must be directly related to the recruitment processes and, therefore, you can expect a mirror image of data protection in any of those entities.

We would also like to encourage you that we do our best to use your data in a proper manner so as to show a true picture of a Candidate, Organisation or a Recommender. If you feel that any content is not used in a proper way, please contact us via email: info@C2Ctalent.com

Your Rights

Under certain circumstances, by law, you have the right to:

Request correction

of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.

Request erasure

of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).

Object to the processing

of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground.

Data Subject Access Request

to your personal information. This enables you to receive a copy of the personal information we hold about you once we have confirmed your identity.

Request the restriction

of processing of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example, if you want us to establish its accuracy or the reason for processing it.

Request the transfer

of your personal information to another party. If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data or request that we transfer a copy of your personal information to another party, we may need to request specific information from you to help us confirm your identity and ensure your right to access the information. This is another appropriate security measure to ensure that personal information is not disclosed to any person who does not have the right to receive it.

To trigger any of the options above please email info@C2Ctalent.com

How long do we keep your data

We will only store your personal data for as long as necessary to fulfil the purposes agreed, and not retain for longer than 5 years after we last attempted to contact with you. We reserve a right to keep anonymous data for marketing and statistics purposes. This data would be non-identifiable so it will be impossible to associate it with you, in which case we may use such information without further notice to you.

Changes to the Privacy Policy

We reserve the right to modify or amend this Privacy Policy at any time and for any reason, as permitted by applicable law subject to a notice on our website.