

Engel Talent Markets



PRIVACY POLICY

Your use of this Website is governed by this Privacy Policy and our Terms and Conditions. This website is owned and operated by Engel Talent Group, trading as Engel Talent Markets (referred to as "we", "us", or "our" in this Privacy Policy).

INFORMATION COLLECTION We collect data from our clients, talent, and prospects, limiting it to what is necessary for the purposes stated, storing it securely on our platform.

1.1. TALENT DATA: We gather information when you register or apply for projects, including personal details like name, contact information, and career history from your profile and CV. While we do not explicitly collect sensitive data, if included in your CV, it will be stored but not processed.

1.2. CLIENTS AND CLIENT ACCOUNT DATA: Data is collected when you register or post projects, encompassing personal and corporate details like company name and contact information, as well as project assignments or recruitment needs.

1.3. PROSPECT DATA: For potential business clients, we collect data from third parties or through interactions such as meetings or phone calls, limited to corporate/b2b data and retained for up to twelve months.

1.4. BILLING AND OTHER INFORMATION: We may collect and retain billing and invoicing details for customers and consultants.

1.5. USAGE INFORMATION: Information on your interactions with the platform, including IP address, browser type, and usage patterns, may be collected for analytics and service improvement purposes.

1.6. DEVICE INFORMATION: Details about the device used to access the platform, such as device type and operating system, may be collected.

While we adhere to best practices for data security, we cannot guarantee absolute security due to inherent risks in electronic transmission and data processing.

INFORMATION USE: Data collected is utilized solely to deliver our services for business purposes, avoiding sensitive personal information and focusing on corporate/B2B data.

2.1. CONSULTANTS Information is used to identify suitable project opportunities and communicate project notifications and updates. Service emails are integral to project progress and cannot be opted out of, but marketing communications can be.

2.2. CLIENTS AND CLIENT ACCOUNTS: Data aids in finding suitable consultants for projects and facilitating efficient communication between clients and consultants. Service emails are crucial for project progress, while marketing communications can be opted out of.

2.3. PROSPECT ACCOUNT: Data processing for prospect accounts is based on Legitimate Interests, targeting communications relevant to potential interest in Engel Talent Markets services.

2.4. BILLING AND MANAGEMENT: Account information is used for billing and payment tracking, stored securely in our accounting system.

2.5. MARKETING TO CLIENT ACCOUNTS AND CONSULTANTS: Contact information may be used for marketing purposes, with the option to opt out of communications.

Non-personal or anonymised data may be used for internal purposes like statistics and marketing plans.

Disclosure of data may occur to comply with applicable laws or at the request of authorities.

COOKIES: We may use cookies to recognize return users, enhancing user experience. Users can manage cookie settings in their browsers.

SHARING DATA:

4.1. ASSOCIATED COMPANIES While currently unaffiliated, we may share data with associated companies in the future, ensuring compliance with this policy.

4.2. THIRD PARTIES Third-party service providers may access necessary data solely for specified functions, maintaining confidentiality and refraining from unauthorized use.

LINKS: External website links are beyond our privacy policy's scope, users are advised to review linked websites' privacy policies.

SECURITY: Various security measures are employed to safeguard user information, with regular reviews and updates to security protocols.

BUSINESS TRANSFERS: In the event of business transactions, user information may be transferred as a business asset.

NOTIFICATION OF CHANGES: Revisions to the Privacy Policy will be posted, and users are encouraged to periodically review the policy for updates.

UPDATING YOUR INFORMATION: Users have the right to access, correct, or delete stored personal data. Requests for data deletion will be honoured unless retention is necessary for contractual or legal obligations.