

Cookies and Privacy Policy

This privacy policy describes separately the data protection specifications maintained by Now Careers.

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Candidate's Privacy Policy

What data will we be collecting and why?

- Your name
- Your contact details (email, phone number)
- Your address
- Your occupation (if applicable)
- Your work history
- Personal documents including passport, qualifications, birth certificate, national insurance
- and documents that prove your proof of address (this helps us prove your eligibility to work in the UK).



We will, in addition, hold any information that is listed on your curriculum vitae. We will use this data to gain contact with you through a telephone call, email, text message or post. If you are a new candidate for Now Careers, we will also request that you fill in an application form to help us enhance your job search, as well as ensuring you are made aware of all our terms and conditions.

How will we be using your data?

The purpose of collecting your personal data is to help secure any potential employment we deem relevant according to your working history. This will include contacting clients who have a listed vacancy and are looking for prospective employees in your discussed position. We ensure your data will NOT be shared with any third party companies besides those we've discussed below or indeed with yourself. Please bear in mind we must hold on to payroll information for a 7 year period, although this will be secured on our CRM database.

Your information will only be used by employees of Now Careers and your Payroll Company that you will be

paid by (this will be by PAYE, Umbrella, CIS or own limited company). These companies are as follows:

Breeze: 0121 661 4850

Impact: 0845 504 0436

J.S.A Services: 0800 852 2640

Sterling Solutions Umbrella Ltd: 01925 626 200

The Guild: 0208 181 9100

The only instance in which we will share your information with anyone besides those discussed above is to help prevent fraud, or if it's required by law.

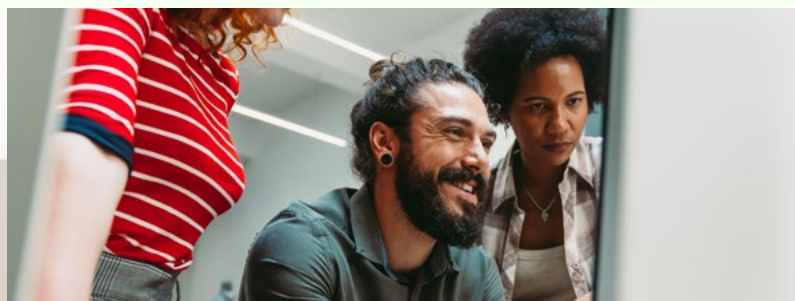
How long will we be using your data for?

We will hold onto your data and store via our secure CRM system for as long as necessary for the purposes in which it was intended to be used. However, if at any time, you wish to rectify/erase your personal data that you have presented to us, then we promise to do so. We will update your stored information upon request and ensure the process is completed within the GDPR-legal 1 month deadline.

Other important information

Once you gain employment through us, we may need a reference from you. You must gain consent from the referee before we speak to them. If you have queries regarding your data please don't hesitate to contact us.

Client's Privacy Policy



What data will we hold?

- Client representative information (phone number, email address, employee details)
- Communication preferences of the representative
- Agreed details of the client which will have been discussed

How will we use your data?

- To carry out negotiations between yourselves and Now Careers
- To manage the relationship between yourselves and Now Careers
- To help safeguard Now Careers' interests (this will include abiding by the law if any information is required)
- Comply with Now Careers' policies
- To act within the interest of both parties

Client representative rights

As a valued client, we understand your data is what it is, your data. If at any time you request us to alter, modify or remove said data from our systems, we will do so. To gain this request, please send a formal written request to a Now Careers representatives email address. We will promise to meet the 1 month deadline to abide by your request.

What do I need to do?

Upon agreed negotiations (verbal or written) and terms, feel free to contact your Now Careers representative for any further questions.

Cookie Policy

What are cookies?

Cookies are small, harmless files placed on your computer's hard drive or in your browser memory when you visit a website.



What do cookies do?

Cookies help to make the interaction between users and websites faster and easier. For example, they can remember your login details or information you supply. Cookies will not store any personal or confidential information about you.

Are cookies safe?

Yes, cookies are harmless text files. They can't look into your computer or read any personal information or other material on your hard drive. Cookies can't carry viruses or install anything harmful on your computer.

Why should I keep cookies switched on?

We advise you to keep cookies active during your visits to our website because parts of the site rely on them to work properly. For example, you won't be able to sign in to your account if cookies are disabled.

Analytic Cookies – Google Analytics

These analytics allow google to track how user's have interfaced with the website such as, information about the amount of visits, when the user first and last visited the website, how long the user has stayed on the website plus where the user found the website.

Functional Cookies

These cookies enable websites to work more efficiently and provide user-friendly features for you, as a visitor, when browsing. These are usually in the form of online enquiry forms, where you can divulge information about yourself, such as email address and name, for a desired end.

Third Party Cookies

These are cookies set by a different organisation to the owner of the website you are visiting. For instance, when a website links to other websites, those websites may provide analytical services whereby cookies are required. Social media websites, such as Facebook and YouTube, use these to provide analytics for their respective owners. This will store cookies on your website from the other organisation as a third party.

Flash Cookies

Flash cookies are used to deliver video and gaming content on sites. These cookies are exclusive to adobe and cannot be modified through your browser. They are used for similar purposes, such as tracking user behaviour and preferences. These cookies work in a slightly different way where all information is stored in one cookie but the type of data that is stored is manageable. Whereas in the other cookies listed, they each have an individual job.