



Who we are

Welcome to ECOSS & Co. This Privacy Policy outlines our commitment to protecting the privacy of our visitors and users. It describes how we collect, use, and disclose your personal information and the steps to keep your data safe.

Information We Collect

When you interact with our website, we gather various types of information to provide and enhance our services:

- **Personal Identification Information:** This includes, but isn't limited to, names, email addresses, phone numbers, and other contact details.
- **Professional Information from CVs:** When you submit your CV, we collect detailed professional data, which encompasses your employment history, educational background, skills, references, and other pertinent career-related details.
- **Technical Data:** Information like IP address, browser type, device type, and related metrics.
- **Usage Data:** It pertains to the pages you visit on our site, the duration of your visit, and other similar usage patterns.

Please note that by submitting your CV, you're granting us consent to process the detailed professional data, as mentioned.

How We Collect Information

Our dedication to providing tailored HR consulting services and precise job matches relies on the comprehensive data we gather:

- **Direct Interactions:** When you register on our website, submit a CV, post comments, or contact us with inquiries, we collect relevant information to address your needs and ensure seamless communication.
- **Automatic Data Collection:** As you navigate our website, specific technical and usage data are captured automatically. This includes details like your IP address, browser type, device type, and other related metrics. This data aids in enhancing your user experience and ensuring the site's optimal functionality.
- **Third-Party Platforms:** We also gather information from platforms where we advertise roles or services, such as LinkedIn or other business platforms, mainly when you express interest or interact with our listings.

Your active participation and interactions with our platform are pivotal, allowing us to serve you effectively and create meaningful connections in the HR landscape.

Purpose of Using Your Information

We aim to facilitate meaningful career connections and offer unparalleled HR consulting services. To achieve this, we utilize your information in the following strategic ways:

- **Professional Matching:** By evaluating details from your CV, we aim to pair you with optimal job opportunities within our diverse network of employers.
- **Sharing with Potential Employers:** When you entrust us with your CV, you give us explicit consent to share it with potential employers. This happens after we have identified a possible fit and have discussed the position with you. We pledge to ensure that these employers handle your data with the confidentiality it deserves.
- **Client Communications:** For clients or potential clients sending us inquiries or questions, we store your contact information to respond effectively to your queries and maintain open communication channels for future interactions.
- **Website Enhancement:** The technical and usage data we collect is crucial for refining our website's performance, ensuring that it remains user-friendly and efficient for all users.
- **Communication:** Whether you're a job seeker or client, we'll employ your contact details to keep you updated about relevant opportunities, respond to your questions, provide updates on our services, and any other necessary communication.

We recognize the value of your trust and remain committed to managing your information with the utmost integrity and professionalism.

Sharing Your Information

We remain steadfast in our commitment to your privacy: we will not sell, trade, or rent your identifiable personal information to third parties. This commitment is rooted in our strict privacy standards. However, we share aggregated data, void of individual identifiers, with select third parties for marketing or research purposes, ensuring your privacy and meeting legal standards.

A notable exception exists for job seekers who have sought employment with one of our clients and have applied for roles advertised by us, be it on our website, our LinkedIn page, or any other business platform. It's our procedure to discuss potential opportunities with job seekers. If a professional aligns with the role's requirements, we will, with transparency, share the respective CV with our client. By submitting your CV to us, you acknowledge and accept this condition of our service.

Use of Cookies

We use cookies to enhance your experience. You agree to our use of cookies by continuing to visit this site.

Third-Party Websites

Our site may contain links to external sites that we do not operate. We have no control over and assume no responsibility for the content or privacy policies of any third-party sites or services.



Protecting Your Data

We adopt appropriate data collection, storage, processing practices and security measures to protect against unauthorised access, alteration, disclosure, or destruction of your personal information

Data Collection from Young Adults

Our services and website are not directed towards individuals under the age of 16. While we recognise the potential of young adults entering the workforce or seeking career guidance, we encourage them to engage with our services only under the supervision or consent of a parent or guardian. If we become aware that we have collected personal information from someone under the age of 16 without appropriate permission, we will remove that information from our databases.

Data Retention from CV Submissions

When you submit your CV or any other personal data concerning employment opportunities with ECOSS & Co or our clients, we retain this information for a period of 12 months. After this period, your data will be automatically deleted or destroyed unless we have a legitimate reason or legal obligation to retain it. We intend to hold this data for 12 months to evaluate potential employment opportunities within our organisation or our client and to communicate with you concerning possible positions. Don't hesitate to contact us if you wish to update, access, or request the deletion of your CV or related data before the 12-month period.

Changes to This Privacy Policy

When our Privacy Policy is updated or amended, we will promptly post the revised version on this page. You are encouraged to review this policy regularly to remain informed of any changes. Your continued use of our website after posting modifications will mean you accept those changes.

Your Rights

You possess rights related to your personal data, determined by your jurisdiction. This encompasses the right to access, rectify, and erase your personal data. We urge you to reach out immediately should you choose to exercise any of these rights.

Contact Us

If you have questions about this Privacy Policy, please get in touch with us at info@ecossco.com.