

Data Privacy Policy

Karumba provides technology consulting services. To do this we recruit consultants through referrals and advertisements to help us with our client opportunities.

Policy contents

This policy details:

- what type of personal data we collect from you
- how and why that data is collected
- how long we will keep your data
- how, and with whom we share your data
- the legal background to the data we keep
- the impact of refusing to provide personal data
- your rights regarding your personal data
- how you can contact us about matters of personal data

The data we collect

We will collect and hold data that is necessary to assess a consultant for opportunities that we are looking to fill. This will include details from your CV, work history, employment details and references, educational details our notes, email addresses and contact details.

We may, but typically do not, collect personal data relating to racial origin, political affiliations and other details related to your health. These are collected on a voluntary basis and are used for statistical analysis only. We will only process and collect where you have given your consent.

Data sources

There are several sources of the data we collect. These include:

- From your application to us
- From third parties e.g. Companies House
- Word of mouth e.g. your references, friends, work colleagues
- From publicly available sources e.g. Facebook, LinkedIn and Twitter
- From SaaS services that help us identify candidates that are a good match for our opportunities e.g Workable, LinkedIn etc

How we use the data we collect

We use the data we collect to ensure we match potential consultants and employees to opportunities we are looking to support.

We will initially collect the base data that allow us to provide a match to our opportunities. During an interview we will collect further data and keep this with your records. Should a candidate be hired by a client we will gather further information such as that available from the Criminal Records Bureau, credit reference agencies, The Disclosure and Barring Service.

Data retention

We will keep your records for the following periods:

- Candidate data: 3 years
- Contractor data: 5 years
- Client contact details: 5 years

Sharing your data

Once you confirm you are happy with us introducing you to our clients we will share your data with the client. We do not share or sell your data to other organisations for commercial gain

Legal standing

For prospective consultants, referees and clients our processing is necessary to ensure we are recruiting candidates that best match the opportunity we are trying to support.

Where, following interview, we require more sensitive data, such as a CRB check, we will always ask for your permission first.

Impact of refusing to supply personal information

If you do not supply us with your personal information our ability to match you to a potential opportunity will be impaired and we may not be able to match you.

Do we use cookies to collect personal data on you?

To provide better service to you on our websites, we use cookies to collect your personal data when you browse.

Your rights

By law, you have a number of rights when it comes to your personal data. Further information and advice about your rights can be obtained from the data protection regulator in your country.

- To be informed about how your data is used
- The right of access to your information
- The right to rectification in the event of inaccuracies
- The right to erasure of your data
- The right to restrict processing of your data
- The right to data portability

Contact Details

Contact us: Enquiries@KarumbaConsulting.co.uk

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