

Welcome to Hibernica's Privacy Policy

This Privacy Policy explains how we use any personal information we collect about you when you use this website.

The information we collect about you:

We collect information about you when you become a client, upload information about a job, upload your CV or sign up to our newsletter or request information on our services. Website usage information is collected using cookies.

The data collected for processing is:

- Contact details (name, telephone number and email address)
- CVs
- Job documentation (If uploading job specs on the website)
- Specific information requests e.g. about a job/our services

How will we use the information about you?

We collect information about you to help us understand your recruitment needs, employment interests and relocation services and, if you consent, to email you about other products and services we think may be of interest to you.

Hibernica will not share your information for marketing purposes with companies outside Hibernica.

Information provided for marketing purposes will be retained and regular consent will be sought to continue providing you with this service. You have the right to unsubscribe and have your data deleted at any time.

Personal data including first name, last name and email address will be required for event participants and other Hibernica services. Failure to provide information in these cases may limit the ability to attend events or use the services.

Additional Processors

We operate an email mailing list program, used to inform subscribers about events, services and/or news we supply/publish. Users can subscribe through an online automated process where they have given their explicit permission. Subscriber personal details are collected, processed, managed and stored in accordance with the regulations named in 'The policy' above. Subscribers can unsubscribe at any time through an automated online service, or if not available, other means as detailed in the footer of sent marketing messages (or unsubscribe from all Mailchimp lists). The type and content of marketing messages subscribers receive, and if it may contain third party content, is clearly outlined at the point of subscription.

Email marketing messages may contain tracking beacons/tracked clickable links or similar server technologies in order to track subscribers activity within email marketing messages.

Where used, such marketing messages may record a range of subscribers data relating to engagement, geographic, demographics and already stored subscriber data.

Our EMS (email marketing service) and other providers including their privacy policies are listed below:

Provider	Link to Privacy Policy
Mailchimp	https://mailchimp.com/legal/privacy/
Google Analytics	https://policies.google.com/privacy

Consenting to receiving our mailouts, requires us to send email addresses and names to these providers which are based outside of the EU.

Marketing

We would like to send you information about our services and events which may be of interest to you. If you have consented to receive marketing, you may opt out at any time. You have the right at any time to stop us from contacting you for marketing purposes.

If you no longer wish to be contacted for marketing purposes, please email us at info@hibernicaconnect.com to have your data deleted.

Access to your information and correction

You have the right to request a copy of the information that we hold about you. If you would like a copy of your personal information, please email us at the following address info@hibernicaconnect.com.

We want to make sure that your personal information is accurate and up to date. You may ask us to correct or remove information you think is inaccurate.

Cookies are text files placed on your computer to collect standard internet log information and visitor behaviour information. This information is used to track visitor use of the website and to compile statistical reports on website activity.

For further information

visit <http://www.aboutcookies.org> or <http://www.allaboutcookies.org>.

You can set your browser not to accept cookies and the above websites tell you how to remove cookies from your browser. However, in a few cases some of our website features may not function as a result.

Other websites

Our website may contain links to other websites. This privacy policy only applies to this website so when you link to other websites you should read their own privacy policies.

Changes to our privacy policy

We keep our privacy policy under regular review and we will place any updates on this web page. This privacy policy was last updated on 26th April 2024.

Please contact us if you have any questions about our privacy policy or information we hold about you:

- By email – info@hibernicaconnect.com

Complaints

If you feel that your personal data has been misused, you have the right to lodge a complaint with a supervisory authority, in the UK this is the [Information Commissioner's Office](#). In the Republic of Ireland this is the [Data Protection Commissioner](#).