

## **Privacy Notice – Recruitment of Consulting Partners**

### **Who we are**

More Partnership Ltd (“More”, “we”, “us”) is the controller of personal data processed as part of the recruitment of Consulting Partners.

This privacy notice explains how we use personal data during the recruitment process.

### **What information we collect**

We collect personal information directly from applicants, including information contained in curriculum vitae, covering letters, correspondence and information shared during interviews or other recruitment discussions.

We may also collect information from referees, but only in the later stages of recruitment and in liaison with the applicant. We may review publicly available professional information, including an applicant’s LinkedIn profile, where relevant to assessing suitability for the role.

Please avoid including unnecessary sensitive personal information (for example detailed health information) in application materials unless relevant and necessary.

### **How we use personal data**

We use personal data solely for recruitment and assessment purposes in connection with becoming a Consulting Partner at More Partnership. This includes assessing applications, reviewing experience and suitability, conducting interviews, considering references, and making recruitment decisions.

Application materials, including CVs and covering letters, may be reviewed by Partners of the firm and, where relevant, Associate Partners involved in recruitment, assessment or interviewing and our external HR advisors.

### **Legal basis for processing**

We process personal data for our legitimate interests in recruiting suitable Consulting Partners, managing the recruitment process and assessing candidates for present or future opportunities. References are only sought with the applicant’s permission and in liaison with them.

### **Retention of personal data**

For shortlisted candidates, recruitment information may be retained where we consider there may be a future recruitment opportunity or a continuing interest in the candidate’s progression towards consultancy, recognising that transition into consultancy may take place over time.

For all other candidates, recruitment information will be retained for one year following completion of the recruitment process and then minimised to a limited record

containing only the fact of the application and sufficient identifying information to recognise the individual and avoid unnecessary future duplication.

If an applicant is offered employment or other engagement, a separate privacy notice explaining the ongoing processing of personal data will be provided.

### **Your rights**

Individuals have rights under UK data protection law, including the right to request access to personal data, correction of inaccurate data, and deletion of data in certain circumstances.

Candidates may request deletion of their personal data at any time, although we will usually not do this until the recruitment process is complete.

Questions about this notice or requests relating to personal data may be directed to More Partnership at [info@morepartnership.com](mailto:info@morepartnership.com).