



Recruitment Privacy Statement

The following statement is important and should be read carefully.

This statement summarises how Nous Group (including Nous Group Ltd ABN 66 086 210 344, Nous Data Insights Group Pty Ltd ABN 15 613 111 443, and their respective related bodies corporate) (**Nous Group**) uses and manages personal information when carrying out recruitment activities. It also outlines the existence of various pre-employment checks that Nous Group conducts to ensure that information provided by applicants is true, accurate and complete.

This statement is in addition to, and should be read in conjunction with the [Nous Group Privacy Policy](#).

Collection

Nous Group collects personal information from you in relation to current or future employment opportunities with our organisation. Your personal information can be collected at any stage of our recruitment process.

The types of personal information we collect include your contact details, your referee's contact details, details of your current and previous employment, education, academic transcripts, skills and industry associations, EDI information such as gender and cultural background, citizenship and entitlement to work, criminal records, details of any health conditions that might impact your ability to perform work-related tasks, whether you are Aboriginal and/or Torres Straight Islander and if you have any clearances required (such as a government security clearance, police check, or working with children check).

We will also request that you create an individual profile (**Profile**) based on areas such as experience, education, qualifications, licences and references. Please ensure that your Profile is complete and up-to-date so that it accurately reflects your attributes and experience.

Purpose

Nous Group collects personal information during the recruitment process:

- to assess your suitability for current or future employment opportunities at Nous Group;
- to ascertain if you require assistance due to health conditions;
- to analyse de-identified demographic data on our candidates, to track and continuously improve our reach to a diverse pool of candidates, leading to increasing diversity at Nous Group; or
- as otherwise required by law.

For applicants who are subsequently not employed by Nous Group, your personal information may be retained for up to one (1) year to assess your suitability for future vacancies – but may be removed at any time by personal request. For applicants who are employed by Nous Group, your personal information will be retained for employment and payroll purposes.

Nous Group also performs pre-employment screening checks to verify the accuracy of the information you have provided and to assess your suitability for current or future employment opportunities at Nous Group. The results of these pre-employment screening checks may lead us to discontinue your application for a current or future employment vacancy.

Disclosure

Your personal details may be disclosed to people within Nous Group, to referees nominated by you, to your former employers, to any organisations that Nous Group engages to assist us with our recruitment process, or if required by law.

Your personal information may be disclosed outside of your home country to an entity in a foreign country, including entities in which we have an ownership interest or to third party service providers (**Overseas Entities**). The countries in which these Overseas Entities are likely to be located include the United Kingdom and Canada, where we have offices.

Incomplete data

If you do not provide all of the personal information that we request then we may be unable to communicate with you or your referees, process your application, or offer you employment.

Access

You can reach out to the Nous Group team by emailing careers@nousgroup.com at any time to update your personal information and your resume, to ensure that the information we hold is complete, accurate and up-to-date. You can also delete your account at any time.

Storage, retention and data security

Nous Group is committed to ensuring that the information you provide to us during the recruitment process is securely stored. Further details on our data security are outlined in the [Nous Group Privacy Policy](#).

Personal information collected during the recruitment processes will be stored in our recruitment IT systems. For applicants who are not employed by Nous Group, we will retain your personal information for up to one (1) year after which time it will be deleted. You may also request us to delete your personal information at any time by emailing careers@nousgroup.com. For applicants who are subsequently employed by Nous Group, your personal information will be retained and added to your employee records.

Contact

If you have any questions about this policy or would like to make a complaint about the handling of your personal information, please email privacy@nousgroup.com.



Nous Group acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and the Traditional Custodians of Country throughout Australia. We pay our respect to Elders past and present, who maintain their culture, Country and spiritual connection to the land, sea and community.

This artwork was developed by Marcus Lee Design to reflect Nous Group's Reconciliation Action Plan.

Read more about our commitment to reconciliation.

About Nous

Why Nous

Our Purpose & Story

News & Media

Our Commitments

Community Partnership Scheme

Sign up to our newsletters

Get the latest insights and news from
Nous

SIGN UP

Find us on

COOKIES