

Ardour Recruitment Limited Candidate Terms of Business

1. These terms of business set out the basis on which we (Ardour Recruitment Limited (company number 08312525) of Suite 11, Cherry Orchard West, Kembrey Park, Swindon, SN2 8UP “we”, “us”, “our”) will work with you, the person uploading a CV to our website (“you”, “your”). Please read them carefully and let us know if you have any questions.

2. Once you have uploaded your CV to our website at www.ardourrecruitment.com (“the website”), we will make contact with you to discuss your skills, experience and qualifications and the roles that you are interested in or might be suited to you. Following that discussion, we will actively search for suitable roles for you, until such time as you tell us that you are no longer searching for a role.

3. We will judge your suitability for roles on a case by case basis and therefore we cannot guarantee that we will put you forward for any particular role. All employment decisions are made by our client companies.

4. We will work with you to present you to client companies, and in relation to roles, to which we feel you are suited. You agree that you will not act in any way that might bring us into disrepute or might reasonably be considered to be detrimental to us in general or to our relationship with our client company.

5. We may use any information provided by you (whether in your CV or provided by email or in our discussions) in order to present you to our client companies. Therefore, you confirm that all information provided is accurate and not misleading. You agree that you will notify us if this changes whilst we are actively searching for roles for you. You also agree that you will notify us as soon as possible if you are aware, or become aware, of any fact or circumstances which is, or which may be, detrimental to us, our client company or you, were you to accept an offer of employment with our client company

6. We will use the information provided by you in accordance with our privacy policy [[insert hyperlink](#)]. This includes us passing on such information to our client companies and keeping you informed of the roles that you might be interested in. When you upload your CV, you are consenting to us using your information in this way. If you wish to unsubscribe to our email updates at any time, please email info@ardourrecruitment.com.

7. Our client companies are solely responsible for making offers of employment (although they may request that we communicate an offer to you) and we shall not be liable if any offer of employment is withdrawn. Please note that all offers of employment will be subject to our client company obtaining satisfactory references and/or background checks. We shall not be responsible for any loss you suffer where you resign your current employment either before or after our client company makes a written offer. You acknowledge that we are not responsible for the actions or decisions of our client companies.

8. We will strive to provide you with an excellent service however if you are not satisfied with our service, please let us know. If we fail to comply with these terms of business, we are responsible for loss or damage you suffer that is a foreseeable result of our breach of the terms or our negligence, but we are not responsible for any loss or damage that is not foreseeable. Loss or damage is foreseeable if they were an obvious consequence of our breach or if they were contemplated by you and us at the time you upload your CV.

9. We do not exclude or limit in any way our liability for death or personal injury caused by our negligence or the negligence of our employees, agents or subcontractors or fraud or fraudulent misrepresentation.

10. These terms apply between you and us. No other person shall have any rights to enforce any of the terms.

11. Each of the paragraphs of these terms operates separately. If any court or relevant authority decides that any of them are unlawful, the remaining paragraphs will remain in full force and effect.

12. These terms are governed by English law. You and we both agree to submit to the non-exclusive jurisdiction of the English courts. However, if you are a resident of Northern Ireland you may also bring proceedings in Northern Ireland, and if you are a resident of Scotland, you may also bring proceedings in Scotland.