

Candidate Terms of Use

For candidates registered on the Talent264 platform · Last updated: 6 August 2026

1. Definitions

In these Terms the following definitions apply:

- "Talent264", "we", "us", "our" means Talent264, of 39 Farfield Grove, Wibsey, Bradford, BD6 2LU (company registration number to be confirmed — Companies House registration in progress).
- "Platform" means the Talent264 online recruitment platform at www.talent264.co.uk.
- "You", "Candidate" means the individual who registers a candidate account on the Platform.
- "Client" means a person, firm or corporate body registered on the Platform as an employer, and vetted and approved by Talent264 before being given access to the Platform.
- "Candidate Profile" means the anonymised summary of your experience, qualifications, location and availability made visible to Clients browsing the Platform, identified only by a reference (e.g. "C-1042") and never by your real name or contact details unless and until an Introduction has taken place.
- "Introduction" means the point at which Talent264 discloses your real name, contact details and/or CV to a Client, following that Client's request to view your profile and Talent264's approval of that request, or an interview arranged through the Platform.

2. Accepting These Terms

2.1. These Terms apply to your use of the Platform as a Candidate. They are accepted when you register a candidate account.

2.2. Talent264 is free for Candidates to use. We never charge you for creating a profile, browsing opportunities, or being introduced to a Client — we are paid by Clients, not by you. See also our Privacy Policy, which explains in full how we collect, use and protect your personal data.

2.3. You must be at least 18 years old and legally entitled to work in the sector or location you are registering interest in to use the Platform.

3. Your Profile

3.1. You are responsible for the accuracy of the information on your Candidate Profile, including your experience, qualifications, accreditations, availability and right-to-work status. Right-to-work status is self-declared by you and is not independently verified by Talent264 — a Client remains responsible for carrying out its own checks before any Engagement.

3.2. You may update your profile at any time. You may also pause your profile, which removes it from Client searches while keeping everything as you left it, and resume it whenever you choose.

3.3. You control when your profile is released from anonymity. Your name, contact details and CV are never shown to a Client until you and Talent264 have agreed to an Introduction — see Clause 4.

4. Anonymised Introductions and Messaging

4.1. Until an Introduction has taken place, you are shown to Clients only as an anonymised Candidate Profile.

4.2. Messages you exchange with a Client through the Platform prior to Introduction are likewise anonymised. Talent264 operates automated detection, backed by manual review, to identify attempts to share contact details or other identifying information through Platform messaging before an Introduction has taken place. Messages caught by this detection are withheld pending review and are not delivered

unless and until Talent264 releases them.

4.3. You agree not to attempt to circumvent the anonymised-introduction process — including by sharing your contact details, asking a Client to identify themselves, or communicating outside the Platform, before an Introduction has taken place. Repeated or deliberate attempts may result in your account being suspended.

4.4. An Introduction only happens once you have expressed interest in proceeding and Talent264 has approved the disclosure. You are never obliged to accept an Introduction, an interview, or an offer — there is no penalty for declining.

5. Interviews and Feedback

5.1. Where an interview is arranged through the Platform, you will be given a join link on your own Talent264 page. You are never added as a real calendar invitee visible to the Client's wider organisation, and the Client never receives your real contact details as part of scheduling an interview.

5.2. Talent264 may contact you after a scheduled interview to ask for feedback, to help manage the process for you and the Client.

6. Your Account

6.1. You are responsible for keeping your login details secure and for all activity on your account.

6.2. You may delete your own account at any time from within the Platform. This removes your personal data (profile, CV, contact details) while retaining a minimal record of any past introductions or invoices for our own legal and accounting obligations — see our Privacy Policy for full detail.

6.3. Accounts that have been inactive for 24 months are automatically deleted in the same way.

6.4. Talent264 may suspend or remove your account if you breach these Terms — including attempting to circumvent anonymised messaging (Clause 4.3), providing knowingly false information, or misusing the Platform to contact Clients for a purpose other than seeking a genuine introduction.

7. Liability

7.1. Talent264 makes reasonable efforts to match you with suitable opportunities but does not guarantee that you will receive any Introduction, interview or offer of Engagement.

7.2. Talent264 is not liable for any loss, expense or damage arising from an Introduction, an Engagement, or Talent264's failure to introduce you to a Client. This does not exclude liability for death or personal injury caused by Talent264's negligence, or any other liability that cannot be excluded by law.

7.3. Any Engagement you enter into with a Client is a matter between you and that Client — Talent264 is not a party to your contract of employment or engagement.

8. Changes to These Terms

We may update these Terms from time to time, for example as the Platform changes. The "last updated" date at the top shows when they were last revised. Continuing to use the Platform after a change means you accept the updated Terms.

9. Governing Law and Jurisdiction

These Terms are governed by the law of England & Wales, and are subject to the exclusive jurisdiction of the Courts of England & Wales.

Contact

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