

RORC Jobs – Privacy Statement

Introduction

The Royal Ocean Racing Club Ltd (RORC), registered in England & Wales (Company No. 6035496), is the “controller” of the personal information you provide when applying for a role via our Jobs page.

This privacy notice applies to applicants, candidates invited to interview, and individuals we may contact in connection with a recruitment process.

What personal information we collect

We may collect:

- Personal details (name, title, address, email, telephone, date of birth, nationality, National Insurance Number).
- Employment history, qualifications, and CV details.
- References and right-to-work documentation.
- Records of correspondence and interview notes.

Why we need your personal information – contractual purposes

We use this information to:

- Assess your suitability for employment.
- Contact you about your application and arrange interviews.
- Verify references and right-to-work status.

Why we need your personal information – legitimate interests

We also process your data in pursuit of RORC’s legitimate interests to:

- Maintain appropriate records of recruitment processes.
- Ensure fair and consistent hiring practices.
- Defend against potential legal claims.

Why we need your personal information – legal obligations

We may be legally required to process personal information in order to:

- Confirm your right to work in the UK.
- Comply with employment, equality and immigration laws.

Why we need your personal information – consent

Where you provide consent, we may retain your details on file for up to 12 months to notify you of future vacancies. You can withdraw consent at any time by emailing privacy@rorc.org.

Who we share your personal information with

Your data may be shared with:

- Recruitment panel members within RORC.
- Professional advisers (for example, legal or HR support).
- Statutory authorities where legally required.

We will not sell your personal information to third parties.

How long we keep your personal information

We will retain application data for no longer than 12 months after the recruitment process ends, unless you become an employee (in which case HR policies apply).

Transferral of personal data outside the UK/EU

Your data may be processed using third-party service providers (such as Microsoft or cloud-based recruitment systems) which may transfer data outside the UK/EU. Where this occurs, appropriate safeguards are applied to protect your information.

Your rights

You have the right to request access, rectification or erasure of your data, to restrict processing, and to object to certain uses. Please contact privacy@rorc.org for further information.