

The Survey Privacy Notice

Last updated: [19/01/2025]

This Survey Privacy Notice (the “Privacy Notice”) is effective as of 19 January 2026, and it explains how Energy Job Search Limited collects and uses your personal data when you (i) take part in our Energy Training Course Interest Survey (the “**Survey**”) and/or (ii) if you choose to apply for a scholarship or sponsorship, complete the related Screening Questionnaire as part of the Sponsorship Programme (the “**Programme**”). This Privacy Notice may be updated periodically to reflect any changes in our practices or in response to applicable law.

We also have a general Privacy Policy for personal data processed outside of the context of the Survey, which you can view [\[Privacy Policy\]](#). Please take a moment to read this Privacy Notice carefully. If you have any questions, just scroll to the Contact Us section below.

This Privacy Notice is governed by and forms part of the [Energy Job Search Terms and Conditions](#) (“**Terms**”). By participating in the Survey, you acknowledge and agree that your personal data will be processed in accordance with this Privacy Notice and the applicable provisions of the Terms.

1. Purpose of This Privacy Notice

This Privacy Notice is part of a collaboration between Energy Job Search, NES Global Limited, and Global Energy Skills to better understand skill gaps, training needs, and career interests within the energy sector. Your privacy is very important to us, and we are committed to handling your data responsibly and transparently.

2. Definitions

For the purposes of this Privacy Notice:

“You”, “Your”, “Survey Respondents” refers to individuals who participate on and/or complete the Survey.

“We”, “Us”, “Our”, “EJS” refers to Energy Job Search Limited, the data controller for the Survey data.

“NESFircroft” refers to NES Fircroft Group Limited, one of the data controllers of the Survey data.

“GES” refers to Global Energy Skills LLC FZ, a Dubai-based training provider specializing in renewable energy, safety, and engineering skills and one of the data controllers of the in respect of personal data it receives for its own purposes.

“Screening Questionnaire” means the separate set of screening questions completed by participants who wish to be considered for the Programme (scholarship/sponsorship), used to assess eligibility/suitability and shared with NESFircroft and/or GES where applicable.

“White Paper Report” refers to a joint report by NESFircroft and EJS summarizing insights from Survey Respondents’ data on skill gaps, training needs, and workforce trends in the energy sector.

3. Who We Are

EJS is a UK-based digital recruitment and workforce platform focused on the energy sector. We are the organisation managing this Survey, which is being hosted on this landing page created by us.

EJS, NESFircroft and GES are independent data controllers. This means we each determine how and why we use your personal data in connection with the Survey. While we collaborate on the Survey project and data insights, each party determines its own purposes and means of processing personal data and remains independently accountable under data protection law. There is no joint controllership between the parties.

Your privacy is important to us, and we have outlined the personal data we collect, how it is used, and where it is stored.

EJS retains Survey and Screening Questionnaire responses on its systems and acts as an independent data controller in respect of that data. Where you consent (or where otherwise stated in this Privacy Notice), EJS may share relevant responses with NESFircroft and/or GES for their independent purposes.

4. What We Do

We help jobseekers and professionals in the energy industry explore career and training opportunities. As part of a strategic collaboration with NESFircroft and GES, we are conducting this Survey to better understand skill gaps, training preferences, and evolving industry trends. The insights gathered will contribute to a data-driven White Paper Report and help shape tailored workforce development initiatives. In addition, we may contact selected participants to invite them to take part in marketing or promotional activities relating to the Programme (such as case studies, testimonials, interviews, or similar content). Any use of your identifiable information for such purposes will only take place after we obtain your separate, explicit consent on a case-by-case basis.

5. What Data We Collect

When you complete the Survey, we collect the following types of data:

a. Survey Responses

- Your answers to questions related to:
- Your professional background (e.g., job title, industry, years of experience, education, certifications).
- Your interests in energy training topics and preferred learning formats.
- Location and travel preferences for attending training.
- Potential barriers to training and support needs.
- Willingness to pay for training and budget considerations.
- Your goals, motivations, learning difficulties and any additional comments you choose to share.
- Your answers to any Screening Questionnaire completed as part of the Programme (e.g., eligibility/suitability information relevant to scholarship/sponsorship consideration)

b. Contact Information

- If you choose to provide it, we collect:
- Your name.
- Email address.
- Nationality
- Country of Residence
- Age
- Other contact details (e.g., phone number, if requested for follow-up or training referrals).

c. Technical Data

- We may automatically collect limited technical data when you access the Survey platform, such as:
- IP address.
- Device type and browser version.
- Operating system.
- Referral source (e.g., how you reached the Survey).

d. Special Category Data

We do not actively seek special category (sensitive) data such as data revealing racial or ethnic origin, health status, or union membership. However, if you voluntarily share

such information in open-ended responses (e.g., comments or training barriers), it may be collected. In such cases, we treat this data with heightened care in line with applicable data protection laws. See more information as special category data below.

e. Curriculum vitae (CVs)

Energy Job Search does not collect, access, store, or process candidate CVs as part of the Survey. Where candidates choose to submit a CV in connection with training or sponsorship opportunities, such CVs are submitted directly to NESFircroft and/or Global Energy Skills and via their own application systems/ATS and are governed by their respective privacy notices. EJS's role is limited to displaying relevant notices and directing candidates to the relevant partner system.

6. How We Collect Your Data

We collect data directly from you when you:

- a) Complete the Survey through our landing page.
- b) Provide optional contact details or consent to be contacted.
- c) Interact with the Survey platform (some technical data is collected automatically).

We also work with NESFircroft and GES, who may promote the Survey to their networks and refer candidates back to us.

We may collect technical data such as your IP address, device details, and browsing patterns through cookies.

7. How Your Data Is Used (The Purpose)

Our goal is to better understand the experiences, behaviors, and needs of professionals in the energy sector. To achieve this, we collect and analyze personal data you provide in this Survey, including your responses, preferences, and other information that may be linked to you.

Overall, we use the data you provided in your Survey responses to:

- a. Analyze workforce trends and skill gaps in the energy sector.
- b. Identify candidates for relevant training programs (offered by GES).
- c. Inform our co-branded White Paper Report (published in aggregate, no names used).
- d. Tailor communications about training, development, or job opportunities (where you've opted in).

- e. Improve our services and Survey design.
- f. To match you with sponsored training opportunities.
- g. To assess eligibility/suitability for the Programme based on Screening Questionnaire responses and to share those responses with NESFircroft and/or GES (as independent data controllers) for scholarship/sponsorship selection and administration.
- h. To contact selected participants to invite them to be featured in marketing or promotional materials relating to the Programme (e.g., case studies, testimonials, interviews), noting that any publication or use of identifiable content will only occur after obtaining separate, explicit consent on a case-by-case basis.

Survey responses may be combined with other data sets for broader analysis. While we do not anonymize the data, we implement appropriate safeguards, including pseudonymization where applicable, to protect your identity. Where possible, reporting and insights (including for the White Paper Report) will use aggregated and/or de-identified data. EJS acts as an independent data controller in respect of the Survey and the Screening Questionnaire data that it collects and retains. NESFircroft and GES act as independent data controllers in relation to the data they receive and process for their own purposes.

8. Special Category Data

While the Survey does not directly ask for sensitive personal data (also known as special category data under Article 9 of the GDPR), such as information about your ethnicity, gender identity, or health conditions, you may choose to provide such information in optional, open-ended responses (for example, when answering "Other" or providing comments).

If you choose to provide any information that may reveal special category data, you give your explicit consent for us to collect, use, and process this data in accordance with this Privacy Notice. We will only use this data for the purposes of the Survey, such as analyzing workforce trends, identifying barriers to training, and informing workforce development initiatives.

You can withdraw your consent at any time by contacting us at support-ogjs@energyjobsearch.com.

9. How and With Who We Share Your Data

We may share your data with trusted training and employment partners only with your explicit consent and solely for the purposes described in this Privacy Notice. These

consents are presented as optional checkboxes at the time you submit the Survey, and you may choose to opt in or decline each one independently.

Where you provide consent, your data may be shared with:

- a. NESFircroft: to support candidate engagement, analyze insights from Survey responses, contribute to workforce development strategies, and support candidate selection for the Programme and coordinate with GES and training partners on suitable training courses aligned with industry and employment needs.
- b. GES: to refer you to relevant training programs and, if you consent, to contact you with tailored training opportunities including the sponsored training options.

If you are invited to be featured in marketing or promotional materials, we will request separate explicit consent before collecting or using any additional content (such as quotes, photographs, recordings, interviews) and before publishing any identifiable material.

Please note that once your data is shared with NESFircroft and/or GES, they will be the independent data controllers in relation to the data they receive and process. This means they determine how your personal data is used once shared. EJS has no control over how NESFircroft or GES uses this data once transferred, and we encourage you to review NESFircroft's and GES's privacy policies to understand how they handle personal data.

For NESFircroft: [[Privacy Notice](#)]

For GES: [[Privacy Policy](#)]

Each consent is gathered individually, and declining to provide consent does not affect your ability to complete the Survey. We do not share your personal data with these partners unless you have explicitly provided consent by selecting the relevant checkbox. You may withdraw your consent at any time by contacting us at support-ogjs@energyjobsearch.com.

We also share your data with trusted third-party service providers, including:

- c. Design and analytics partners, who assist us in analyzing the Survey data and preparing the data-driven White Paper Report.
- d. Service providers, for secure Survey hosting, data collection, and technical delivery.

We do not sell your personal data or share it for unrelated marketing or commercial purposes. Any shared data will only be used in accordance with this Privacy Notice and for the purpose of improving training and workforce solutions in the energy sector.

10. Cookies

Our Survey platform may use cookies or similar technologies to:

- a. Ensure the Survey loads properly
- b. Track completion rates
- c. Measure technical performance (e.g. browser type, time taken)

For more information, please see our [Cookie Policy](#). You can control cookie preferences via your browser settings.

11. Legal Basis for Processing Your Data

We only process your personal data where we have a legal basis, including:

- a. Consent: When you complete the Survey, we rely on your voluntary, specific, and informed consent to share your personal data (including your contact information) with selected third parties for the purposes you agree to via the check-box as mentioned under Section 9 herein. Your decision is entirely voluntary, and you can choose to consent to one, both, or neither of the options. This means we will only share your personal data with third parties if you have explicitly selected the relevant checkbox to give your informed consent.
- b. Legitimate interest: Our legitimate interest in improving training and workforce insights in the energy sector, provided such interests are not overridden by your data protection rights.
- c. Legal obligation: If we are required to process or retain data by law.
- d. Explicit consent (marketing features): If you are selected and invited to be featured in marketing or promotional materials, we will rely on your explicit consent for any publication/use of identifiable content, obtained separately on a case-by-case basis.

You may withdraw your consent at any time. We may also process your data to comply with legal obligations, fulfill contractual obligations, or protect our legitimate interests.

12. Children's Personal Data

The Survey is not intended for children under 18. We do not knowingly collect personal data from minors. If we discover that we have accidentally collected data from someone under 18 without parental consent, we will delete it promptly. If you believe we have collected data from a minor without proper consent, please contact us immediately.

13. International data transfers

Most of our processing takes place in the UK and EEA. If your data needs to be transferred outside these regions (for example, to a trusted partner supporting training delivery), we will make sure appropriate safeguards are in place such as UK-approved standard contractual clauses or adequacy decisions as well as applicable provisions of EU General Data Protection Regulation (“GDPR”) and UK Data Protection Act.

14. Data retention

We will only keep your personal data for as long as necessary to fulfil the purposes outlined above, or as required by law. Anonymised data, meaning information that no longer identifies you may be retained longer for reporting or analysis purposes or legal reasons without further notice. If you would like us to delete your personal data, please contact us directly, and we will promptly remove it from our systems. Please note that for any personal data shared with other data controllers (such as NESFircroft or GES), you will need to contact them separately to manage your data.

15. Your Rights

Under the UK GDPR and other data protection laws, you have the right to:

- Access a copy of your data and obtain information as to our handling of your data
- Correct inaccurate or outdated information
- Request movement or deletion of your data
- Object to and restrict certain types of processing
- Withdraw your consent at any time
- Lodge a complaint with the UK Information Commissioner’s Office (www.ico.org.uk)

16. Contact Us

If you have questions about this Privacy Notice or want to exercise your data rights as explained above and provided under the GDPR and UK Data Protection Act, please contact us at the address and contact information listed below:

Energy Job Search Limited

82 St John Street, London, EC1M 4JN, United Kingdom

Email: support-ogjs@energyjobsearch.com

You also have the right to lodge a complaint with the UK's Information Commissioner's Office (ICO) at www.ico.org.uk.

17. Updates to This Privacy Notice

We may update this notice periodically to reflect changes in our practices. You will be notified of any significant changes. For more information or questions about our data processing practices, please contact us using the details provided above.