

Privacy Policy

ScienTec Consulting Pte Ltd (hereon referred to as ScienTec) is committed to protecting your privacy and providing a safe and secure experience when using its group of websites including, but not limited to, ScienTec Personnel, ScienTec Search as well as ScienTec microsites that may feature third parties whom we work with.

By registering yourself or by using these sites, you unequivocally accept, without exception, the collection, use and transfer of the personal information provided by you in the manner described in our Terms of Use. Also included in the Terms of Use is the requisite authorisation from you to permit ScienTec to collect and release your resume to clients as mandated by the Personal Data Protection Act (PDPA) of Singapore.

All information gathered by ScienTec in these sites, is used to better serve your interests; identifying the areas and services that are of importance to you, responding to any queries you may have, improving the functionality and features of these sites, contacting you to share updates, news, services and opportunities arising from ScienTec, as well as from third parties whom we work with, etc.

Information gathered may be disclosed to companies and individuals we employ to perform functions on our behalf, such as hosting our web servers, storing data, conducting marketing campaigns, etc. These companies and individuals are bound by agreement terms that prohibit the use and sharing of this information, beyond the functions dictated by ScienTec.

You are also responsible for ensuring that your username and password are kept confidential and that any sensitive information should not be included in your resume and/or shared in any part of our sites. Although ScienTec has in place advanced measures to secure your personal information from unauthorised access, the open nature of the internet deems that ScienTec cannot fully guarantee this from not occurring.

Please note that the ScienTec sites may also contain links to other web sites whose privacy practices ScienTec is not responsible for. ScienTec also does not control the data use of employers or others who may access your information on these sites.

Any updates to this privacy statement, will be reflected here, so you are encouraged to check from time to time.

Thank you for visiting and using our sites. We welcome any queries and suggestions you may have.

Terms of Use

Please read the following Terms of Use pertaining to the sites (websites and microsites) belonging to ScienTec Consulting Pte Ltd (hereon referred to as ScienTec). You are encouraged to read this page carefully – if you do not accept the Terms of Use stated herein, please do not use these sites. By indicating your acceptance, you are bound by the provisions of these Terms of Use. Users who violate these Terms may have their access and use of the sites suspended or terminated, at the sole discretion of ScienTec.

ScienTec uses a third party to store the data.

The job posting, resume database and other features of the ScienTec sites are mainly for use by individuals seeking employment and/or employers seeking employees. By registering yourself or by using these sites, any information provided by you herein will be kept confidential as outlined in our Privacy Policy.

As ScienTec adheres to the Personal Data Protection Act (PDPA), Singapore, we require your authorisation to collect and release your resume to our clients. The Personal Data Protection Act (PDPA) establishes a data protection law that comprises various rules governing the collection, use, disclosure and care of personal data. It recognises both the rights of individuals to protect their personal data, including rights of access and correction, and the needs of organisations to collect, use or disclose personal data for legitimate and reasonable purposes – for more information, visit www.pdpc.gov.sg/personal-data-protection-act.

1. Consent Obligation

Only collect, use or disclose personal data for purposes for which an individual has given his or her consent. Allow individuals to withdraw consent, with reasonable notice, and inform them of the likely consequences of withdrawal. Upon withdrawal of consent to the collection, use or disclosure for any purpose, your organisation must cease such collection, use or disclosure of the personal data.

2. Purpose Limitation Obligation

An organisation may collect, use or disclose personal data about an individual for the purposes that a reasonable person would consider appropriate in the circumstances and for which the individual has given consent. An organisation may not, as a condition of providing a product or service, require the individual to consent to the collection, use or disclosure of his or her personal data beyond what is reasonable to provide that product or service.

3. Notification Obligation

Notify individuals of the purposes for which your organisation is intending to collect, use or disclose their personal data on or before such collection, use or disclosure of personal data.

4. Access and Correction Obligation

Upon request, the personal data of an individual and information about the ways in which his or her personal data has been or may have been used or disclosed within a year before the request should be provided. However, organisations are prohibited from providing an individual access if the provision of the personal data or other information could reasonably be expected to:

- cause immediate or grave harm to the individual's safety or physical or mental health;
- threaten the safety or physical or mental health of another individual;
- reveal personal data about another individual;
- reveal the identity of another individual who has provided the personal data, and the individual has not consented to the disclosure of his or her identity; or
- be contrary to national interest.

Organisations are also required to correct any error or omission in an individual's personal data upon his or her request. Unless your organisation is satisfied on reasonable grounds that the correction should not be made, your organisation should correct the personal data as soon as practicable and send the corrected data to other organisations to which the personal data was disclosed within a year before the correction is made (or, with the individual's consent, only to selected organisations).

5. Accuracy Obligation

Make reasonable effort to ensure that personal data collected by or on behalf of your organisation is accurate and complete, if it is likely to be used to make a decision that affects the individual, or if it is likely to be disclosed to another organisation.

6. Protection Obligation

Make reasonable security arrangements to protect the personal data that your organisation possesses or controls to prevent unauthorised access, collection, use, disclosure or similar risks.

7. Retention Limitation Obligation

Cease retention of personal data or remove the means by which the personal data can be associated with particular individuals when it is no longer necessary for any business or legal purpose.

8. Transfer Limitation Obligation Transfer personal data to another country only according to the requirements prescribed under the regulations, to ensure that the standard of protection provided to the personal data so transferred will be comparable to the protection under the PDPA, unless exempted by the PDPC.

9. Openness Obligation

You may contact our Data Protection Officer if you have any enquiries or feedback on our personal data protection policies and procedures; or if you wish to make any request, in the following manner:

Data Protection Officer

Email: scientecpdpa@scienteconsulting.com

Contact No: 6225 3272

<https://www.pdpc.gov.sg/organisations/overview>

Further to the policy, you understand and agree to allow ScienTec to disclose your information, anonymously, to third parties. ScienTec will not disclose to any third party your specific particulars without your prior consent, except to the extent necessary or appropriate to comply with applicable laws or in legal proceedings where such information is relevant. ScienTec also reserves the right to offer third party services and products to you based on the preferences that you indicate at the time of registration or any time thereafter. ScienTec however, is not responsible for the quality of nor liable for any shortcomings in these third party offerings.

When using ScienTec sites, you may not use them for any purpose that is in violation of applicable laws or regulation such as infringing intellectual property rights, compromising the privacy of others, uploading defamatory, obscene or abusive posts, etc.

In addition, violations and attempted violations to the security of these sites will be investigated fully and reported to the relevant authorities, which may result in civil or criminal liability. These include the unauthorised accessing of data, interfering with any of the site's services, attempting to probe and test the system's vulnerability, introducing viruses, attempting to spam its users, crashing the site/s, etc.

Do note that all content of the ScienTec sites; logos, pictures, designs, text, backend coding, etc, are the exclusive property of ScienTec Consulting Pte Ltd or its content suppliers or clients, and are protected under Singapore and international copyright, trademark, and intellectual property laws. You may not use, reproduce, distribute, sell or modify the content in any way for any public or commercial purpose that infringes upon ScienTec's intellectual property rights.

Disclaimer

You agree and acknowledge that your use and access of the ScienTec sites shall be at your sole risk, responsibility and consequences. ScienTec assumes no liability nor responsibility for any inaccuracies in content, unauthorised access to its sites and stored information, interruption of services due to technical failure, etc. ScienTec also does not warrant, endorse, guarantee, or assume responsibility for any product or service advertised or offered by a third party through its sites or via any associated or hyperlinked website.

Amendment to Terms of Use

ScienTec reserves the right to amend, or modify the Terms of Use, Privacy Policy, or services provided by its sites at any time, without giving any prior notice. These will be reflected here, so you are encouraged to check from time to time.