

# Terms and Conditions

*Candidates, clients and website visitors*

**Company:** Thor Talent Pty Ltd

**ABN:** 86 696 561 305

**ACN:** 696 561 305

**Effective Date:** April 2026

**Contact:** [privacy@thortalent.com](mailto:privacy@thortalent.com)

**Website:** [thortalent.com](http://thortalent.com)

**Location:** Melbourne, Victoria, Australia

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## ABOUT THESE TERMS

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These Terms and Conditions apply to everyone who uses the Thor Talent website or engages our recruitment services, including candidates, clients and general website visitors. By using our website or registering with us, you are agreeing to these terms.

Thor Talent Pty Ltd (ABN 86 696 561 305, ACN 696 561 305) is a specialist AI, data and technology recruitment agency based in Melbourne, Victoria. We connect professionals with organisations that need their skills. These Terms govern that relationship.

*These Terms should be read alongside our Privacy Policy and Cookie Policy, both available at [thortalent.com](https://thortalent.com).*

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## 1. WHO CAN USE OUR PLATFORM

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To register and use Thor Talent, you must:

- Be at least 18 years of age
- Have the legal capacity to enter into binding agreements in Australia
- Provide accurate information at the time of registration and keep it updated

If you are using our platform or engaging our services on behalf of a business, you confirm you have authority to bind that business to these Terms.

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## 2. PRIVACY AND YOUR PERSONAL INFORMATION

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By registering with Thor Talent or submitting your details through our website, you acknowledge and agree that we may collect, hold and use your personal information for recruitment and employment purposes. This includes presenting your details to potential employers and clients.

Specifically, you agree that we may:

- Hold your information on our candidate database unless you ask us to remove it
- Verify your details via internet research, social media and reference checking
- Conduct background checks where required for a role
- Share your information with potential employers or clients for the purpose of assessing your suitability for a specific role

We will not disclose your information to any third party without your consent, other than to potential or actual employers engaged through us. We manage all personal information in accordance with the Privacy Act 1988 (Cth) and the Australian Privacy Principles.

*Full details of how we handle your personal information are in our Privacy Policy at [thortalent.com/privacy-policy](https://thortalent.com/privacy-policy).*

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### 3. OUR RESPONSIBILITIES

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When working with candidates, Thor Talent commits to the following:

- We will not arrange for you to attend an interview without first sharing all relevant information about the role, to the extent we are able to disclose it
- We will keep you informed throughout the recruitment process and give you honest, timely feedback where we are able to
- References provided to us by third parties may be given in confidence, and we will respect any restrictions on their use and disclosure

We make no representation that any role will meet your personal requirements, offer specific remuneration, or lead to a particular career path. Recruitment involves judgement on both sides, and outcomes cannot be guaranteed.

Thor Talent does not make any guarantee regarding the suitability, performance, or outcome of any placement, and is not responsible for any employment decisions made by clients or candidates.

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### 4. YOUR RESPONSIBILITIES AS A CANDIDATE

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When you register with us and engage our services, you confirm that:

- The information you provide, including your CV, skills, qualifications, work history and right to work in Australia, is accurate and complete to the best of your knowledge
- The references you provide are legitimate and have not been falsified in any way
- Your level of fitness and health is suitable for the types of work you are seeking, and you will disclose any relevant pre-existing conditions where required
- All licences, qualifications, visas, accreditations or work permits required for your preferred work are current and valid, and you will maintain them throughout any placement
- You will notify us immediately of the outcome of any interview, any offer of work, or any direct employment agreed with a client or employer we have introduced to you
- You will keep us updated with any changes to your personal details or availability that may affect the recruitment activities we are conducting on your behalf

If you knowingly supply false or misleading information, you may not be entitled to compensation or other remedies in connection with any resulting placement.

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### 5. CLIENTS AND EMPLOYERS

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Clients engaging Thor Talent to source candidates agree to use candidate information solely for the purpose of assessing suitability for the specific role for which it was provided. Full terms governing our commercial relationship with clients, including fees, guarantee periods and placement conditions, are set out in our separate Terms of Business, provided prior to commencing any assignment.

*To request a copy of our Terms of Business, contact us at [privacy@thortalent.com](mailto:privacy@thortalent.com).*

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## 6. ACCURACY OF INFORMATION

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You confirm that all information provided to Thor Talent, whether through our website, by email, in person or by any other means, is true and accurate to the best of your knowledge. You agree to notify us promptly of any changes to your details that may affect our ability to represent you or provide our services.

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## 7. ACCEPTABLE USE OF OUR WEBSITE

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When using our website, you agree not to:

- Attempt to gain unauthorised access to any part of our platform or another user's account
- Use automated tools to scrape, copy or extract data from our website without permission
- Upload or transmit any viruses, malware or code designed to disrupt our systems
- Use our website for any unlawful purpose or in a way that infringes the rights of others
- Post false, misleading or discriminatory content

We reserve the right to suspend or remove access for any user who breaches these conditions.

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We do not guarantee that our website will be available at all times or free from errors or interruptions. We may suspend or restrict access for maintenance, updates, or other operational reasons, without notice. We are not liable for any loss or inconvenience arising from downtime or restricted access.

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## 8. INTELLECTUAL PROPERTY

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All content on our website, including text, logos, graphics, design elements and software, belongs to Thor Talent Pty Ltd and is protected under the Copyright Act 1968 (Cth). You may not reproduce or use any part of it without our prior written permission.

Content you submit to us, such as your CV or professional profile, remains yours. By submitting it, you grant us a limited licence to use it for the purpose of providing our recruitment services to you.

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## 9. LIMITATION OF LIABILITY

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To the extent permitted by Australian law, Thor Talent is not liable for any indirect, consequential or special loss arising from your use of our website or services. This includes loss of income, missed opportunities, or reliance on information provided through our platform.

Nothing in these Terms excludes, restricts or modifies any rights or remedies you may have under the Australian Consumer Law or any other applicable law which cannot be excluded. To the extent permitted by law, our liability for any breach of a non-excludable guarantee is limited to the resupply of the services or the cost of having the services supplied again.

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## 10. ELECTRONIC AGREEMENT

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For the purposes of the Electronic Transactions Act 1999 (Cth) and the Electronic Transactions (Victoria) Act 2000, these Terms may be accepted and validated by electronic means, including by ticking a checkbox, clicking an accept button, or submitting a registration form on our website. Your electronic acceptance carries the same legal effect as a written signature.

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## 11. CHANGES TO THESE TERMS

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We may update these Terms from time to time. The current version will always be available at [thortalent.com/terms](https://thortalent.com/terms). Continuing to use our website or services after an update means you accept the revised Terms.

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## 12. GOVERNING LAW

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These Terms are governed by the laws of Victoria, Australia. Any dispute that cannot be resolved informally will be subject to the jurisdiction of the courts of Victoria. We always prefer to resolve issues directly first, so please reach out to us before escalating.

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## 13. CONTACT US

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**Website:** [thortalent.com](https://thortalent.com)  
**Location:** Melbourne, Victoria, Australia