

Referral programme terms

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This programme lets an existing customer introduce a new employer or recruitment agency to HIRING UK. Introduce a business that has never advertised here, and when they pay for their first advert you receive one standard advert credit, free.

These terms sit alongside the employer terms of business and the website terms of use. The plain English version, with the link that does the work for you, is on the referral page.

1. Who can take part

Any employer or recruitment agency with an account here. You do not have to have bought anything yet to introduce somebody, but the credit is only worth something once you advertise, and it is added to your account either way.

This programme is for businesses. It does not apply to candidates, and we do not pay anybody to introduce jobseekers. That is how job boards end up with junk data and people who never asked to be contacted.

2. What counts as a valid referral

All four, together:

- You introduce a business that has never held an account or bought advertising from us.
- They use your referral link or your code when they register, or you email us their details before they sign up.
- They buy at least one paid advert or package. A free advert, a launch offer advert or a trial does not count.
- Their payment has cleared.

It is not a valid referral if the business is your own other company, a company you control, or a company that shares a beneficial owner with yours.

3. The reward

- One standard advert credit, added to your account automatically the moment their payment clears. We email you to tell you.
- Valid for 12 months from the day it is added, and it buys one standard 30 day advert.
- It has no cash value, cannot be transferred to another account, and is not refundable.
- It does not affect any launch rate you hold. Your rate lock is unchanged by using a credit.

4. How to refer somebody

Two ways, and the first needs nothing from us:

- Send them your link. Sign in and it is on the referral page and your dashboard. When they register through it the referral is recorded automatically, and so is the credit when they pay. Nobody has to remember anything.
- Or email hello@hiringuk.co.uk with your company name and the name and contact details of the business you are introducing. We will confirm when it is accepted and when the credit has been applied. Use this one if you would rather we approached them, and we will contact them once and only once.

5. Limits

- One credit per new business introduced, however many adverts they go on to buy. We would rather reward ten introductions than one large invoice.
- There is no limit on how many different businesses you introduce.

- We may refuse a referral we reasonably believe to be abusive, circular, or against the spirit of the programme: accounts created to claim credits, a company introduced by somebody it already works for, or an arrangement dressed up as a recommendation. If we refuse one we will tell you why.
- Repeated abuse ends both accounts and any unused credits with them.
- We may change or end this programme at any time, and we will say so on this page. Credits already earned stay valid for their normal 12 months, and a referral already registered when we end it is still honoured if that business goes on to pay.

6. Data protection

If you email us somebody's details to introduce them, you are giving us personal data about another person, so keep it to a name, a business email or telephone number and the company. We use it only to contact that business once about advertising and to work out whether a credit is due. If they do not want to hear from us, that is the end of it and we do not contact them again. It is covered by the privacy notice like everything else, and we do not add referred contacts to any marketing list.

Please only pass on the details of somebody you have a business relationship with, and tell them you are doing it. It is their data, not ours or yours.

7. Questions

Email hello@hiringuk.co.uk and a person will answer, normally the same working day.