

DuckDuckGo Recruiting Information Policy

DuckDuckGo and its Canadian subsidiary will process personal data to consider you for a position with us, and if you are successful, to offer you a position. Such personal data may include your name, contact details, and other identifiers; demographic data; professional and educational background, including any information you include in your application, CV, or cover letter; immigration and work permit status; and any other information you provide as part of the recruitment process. Most of the information we have, or will have, is provided by you, but some information may come from external sources, such as references, a recruitment service provider, or background checks (formal and informal).

We process your personal data to pursue our legitimate interests in selecting the most suitable candidates and to carry out background and reference checks. Additionally, we may process your information to determine benefits eligibility, to comply with equal opportunity and non-discrimination programs, and for other legitimate business purposes. Finally, we will process personal data as necessary to comply with legal requirements related to your job application, such as record-keeping, audits, government inspections, and legal process compliance. We may share information about you to conduct reference and background checks and with our affiliated companies, to subcontractors, and third parties acting on our behalf, for purposes connected with your application to the company.

Some of the information requested on the job application form is mandatory so that we can assess your application. If you choose not to provide some of the mandatory information, we may not be able to consider you for the position. We may retain information about applicants for two years so that we can reach out about other potential job opportunities, and to know if applicants apply again in the future.

Subject to applicable law, you may be entitled to request from us access to and rectification or erasure of your personal data, the right to restrict processing, the right to object to processing in certain circumstances, the right to data portability, and the right to withdraw any consents that you have provided.

If you have any questions or concerns about how we process your personal data or would like to exercise any of your rights, please email legal@duckduckgo.com. We hope to resolve any concerns you may have, but subject to applicable law, you may also have the right to lodge a complaint with your local supervisory authority about our data practices.

For applicants located in the EU: Due to the global nature of DuckDuckGo's operations and team, we will process your personal data outside the EU. In such cases, we generally rely upon the European Commission's approved Standard Contractual Clauses to lawfully transfer your data, unless there is a suitable exemption under applicable laws. For more information, please email legal@duckduckgo.com.

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