Talent Search Privacy Notice

Cognizant's careers website including Talent Community and Alumni Portal and its Candidate Relationship Management ("CRM") platform is provided and hosted by a third-party service provider called Beamery Inc. This Talent Search Privacy Notice supplements the Cognizant Candidate Privacy Notice and explains specifically how Cognizant collects and uses your personal information in connection with its careers website and CRM platform.

We collect personal information from you directly when you apply for a job on our careers website, sign up to join our Talent Community or Alumni Portal, or when you sign up to receive job alerts and other recruitment related information from Cognizant. We may also collect personal information about you from public professional platforms, such as LinkedIn.

We use your personal information to create a profile about you in our CRM platform.

We use tools that integrate with LinkedIn (such as LinkedIn CRM Connect) to identify, manage and communicate with candidates more efficiently.

If you have a LinkedIn profile, we may import your publicly available LinkedIn profile data (e.g., name, job title, employer, location, education, skills, email address) into our CRM. This helps us to identify potential candidates, link LinkedIn profiles to existing CRM records, avoid duplicate outreach, and manage communications more effectively.

We may also export limited personal information about you from our CRM (such as name, email address, previous interactions or resume) into our LinkedIn Recruiter interface, to help us recognize prior engagements, personalize outreach, avoid duplicate contact and better match roles to your background. This integration is only accessible by our authorized recruitment personnel and is used solely for our recruitment-related purposes.

With your consent, we may use your personal information for the purposes of sending you relevant information about Cognizant and informing you about job opportunities by email and/or SMS. You can opt-out of these communications at any time by following the unsubscribe instructions included in each communication.

If you sign up to join our Talent Community or to receive job alerts and other recruitment related information from us, we may use automated processing tools to select you for relevant marketing campaigns and match you with job opportunities that we believe may be suitable. These tools leverage algorithms and machine-learning technology to match your profile information with relevant recruitment marketing campaigns and events, and to compare the information in your profile with the specific requirements and qualifications of open roles.

These tools rely on several factors to assess your suitability for roles, campaigns and events, for example, your current job title, skills, work experience and industry.

You can review, update or request deletion of your profile at any time by contacting sar@cognizant.com.

For further information on the collection and use of your personal information for recruitment purposes, including important information on your individual rights, please read the Cognizant Candidate Privacy Notice.

If you are located in India and apply for a role in India, the following will also apply:

We may use automated processing tools to assist us in evaluating your job application. These tools leverage algorithms and machine-learning technology to compare the information in your profile with the specific requirements and qualifications of the role you have applied for, to assesses how strong the fit is between your application and the requirements of the role and to assign a ranking to your application. These tools rely on several factors in assigning these rankings, for example, current job title, skills, work experience and industry, which may vary per role. The rankings provided by the automated processing tools are used by our recruitment team to prioritize the review of job applications. This means that the top-ranking profiles/applications will advance to the next level of the recruitment process and the lower-ranking profiles may be considered for other suitable roles which may be available with us provided you have consented to use your application for such other suitable roles.