

Applying for a role at Monzo: your personal data

The information below applies to anyone applying for a role at Monzo.

The information we hold about you

When you apply, we ask you for the following personal information:

- Your name
- Contact details (like your address, phone number and email address)
- Your work and educational history (typically in your CV)
- Your current salary information and your notice period at your current employer
- A form of identification, insurance numbers, immigration information and visa status
- The country you are applying from
- Your responses to application questions
- References from your previous employer
- Other information you voluntarily give us through the process, including through interviews or take-home tasks

Giving this information is optional, but if you choose not to we might not have enough information about you to consider your application.

As well as what we've listed above, we may ask you to give us some sensitive personal data like your:

- age group
- ethnicity
- sexual orientation

We only ever ask for this information to keep track of our equal opportunities monitoring and to make sure we're complying with anti-discrimination laws. Where we use your data for these purposes we anonymise it. You don't have to share it with us, and legally we can't consider it as part of your application. So if you choose not to share it with us, it won't harm your application in any way.

How we gather the information we hold about you

We typically get most of your personal information directly from you, but we may get some information about you from other sources:

- We collect information about you from background checking agencies
- We collect workplace references from your referees

- Information about you from publicly available sources (e.g. your name and contact details)
- We might receive your personal information from third-party recruitment firms

How we use your information

We use your information to:

- make hiring decisions
- contact you throughout the hiring process
- run recruitment and promotion processes (including an applicant tracking system)
- run background checks (we'll always tell you before running these checks)
- fulfill our immigration and employment law obligations
- track our equal opportunities, diversity and other recruitment performance (we anonymise your data for these purposes)

Who we share it with

We share your data with the following people:

- Internally with our People Team, Hiring Team and people in other teams who are involved in your hiring process.
- Recruitment or Executive Search agencies involved in recruiting you (this only applies if you've already given your details to this agency).
- Software companies that support our recruitment process (e.g. Greenhouse).
- In some circumstances we may share your details with other parties to comply with the law or to protect our rights, property or safety.

How long we keep it

If you apply for a role and your application isn't successful we keep your information for up to four years. The further you get in the application process, the longer we're likely to keep your information. We keep your data for two main reasons:

- In case we face a legal challenge about our decision.
- To consider you as a candidate for other opportunities.

If you want us to delete your personal data sooner (from 6 months after the hiring process has concluded), you can chat to us. See the information under 'Your rights' for more details.

Your rights

You can:

- ask for a copy of all (or some) of the personal data we hold about you
- ask us to correct inaccurate data that we hold about you
- ask us to delete, 'block' or suppress your data – but, for legal reasons, we might not always be able to do this at the time you request it
- stop us using your data for direct marketing purposes
- stop us using your data for research and statistical purposes, in some circumstances
- withdraw any consent you've previously given us about your personal data

If you want to withdraw your consent, please contact us by emailing hr@monzo.com. If you've been talking to a member of the hiring team, they'll also be happy to pass your request on.