



Website Terms and Conditions

Cobalt Recruitment

Company Registration Number: 17191492

Effective Date: 31 July 2026

1. Introduction

Welcome to the website of Cobalt Recruitment. These Website Terms and Conditions govern access to and use of www.cobalt-recruitment.com. By accessing this website, you agree to these Terms. If you do not agree, please discontinue use of the website.

Cobalt Recruitment is operated from 2 Frederick Street, Kings Cross, London, United Kingdom, WC1X 0ND. Contact: Joshua@cobalt-recruitment.com.

2. About Cobalt Recruitment

Cobalt Recruitment is a specialist recruitment agency providing talent solutions across creative, branding, marketing, advertising, and related sectors. We support businesses through permanent recruitment, freelance and contractor placements, executive search, and employer branding services.

3. Use of This Website

Users must only use this website for lawful purposes. You must not misuse the website, attempt unauthorised access, introduce harmful software, copy website materials without permission, or use information obtained from the website for inappropriate marketing purposes.

4. Recruitment Services

Our services include candidate sourcing, screening, interviewing support, permanent placements, freelance recruitment, retained search, and employer branding. Recruitment services are provided subject to separate written agreements where applicable.

5. Client Agreements

Client relationships may be governed by separate recruitment terms, service agreements, fee agreements, contractor agreements, or placement agreements. Signed agreements take priority over website terms where conflicts arise.

6. Recruitment Fees

Fees depend on service type, role requirements, seniority, urgency, and scope. Permanent recruitment fees may be based on candidate first-year salary. Freelance placements may involve agreed contractor markups. Retained searches may include an upfront retainer and completion fee.

7. Candidate Information

Candidates must provide accurate information including employment history, qualifications, and experience. Cobalt Recruitment does not guarantee interviews, offers, or employment outcomes.

8. Client Responsibilities

Clients must provide accurate role information, protect candidate confidentiality, provide timely feedback, and complete appropriate employment checks including right-to-work and reference checks.

9. Website Information

We aim to keep website information accurate and current but do not guarantee that all information will always be error-free or continuously available.

10. Intellectual Property

All website content, branding, logos, designs, text, and materials belong to Cobalt Recruitment or its licensors and may not be reproduced without permission.

11. Third-Party Links

External links may be provided for convenience. Cobalt Recruitment is not responsible for third-party websites or their content.

12. Data Protection and Privacy

Personal information is processed in accordance with applicable UK data protection legislation including UK GDPR and the Data Protection Act 2018. Please refer to our Privacy Policy for further information.

13. Limitation of Liability

To the fullest extent permitted by law, Cobalt Recruitment is not responsible for indirect losses, loss of profits, loss of business opportunities, or website interruptions. Nothing excludes liability where prohibited by law.

14. No Employment Guarantee

Recruitment outcomes depend on client decisions, candidate availability, market conditions, and suitability assessments. We do not guarantee placements or employment duration.

15. Confidentiality

Information shared between clients, candidates, and Cobalt Recruitment must be treated confidentially and not disclosed without appropriate authorisation.

16. Changes to These Terms

We may update these Terms periodically. Updated terms become effective once published on this website.

17. Governing Law

These Terms are governed by the laws of England and Wales. Any disputes shall be subject to the courts of England and Wales.

18. Contact Information

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