THE GIFTED CONSULTANTS

Candidate FAQ

How We Work · Your Data · Working with TGC & Hire Abroad

Effective Date: June 2026 | Version 1.1

This guide answers the most common questions from candidates about applying through The Gifted Consultants, how your data is handled, and what to expect at each step of the process. Plain English throughout.

About The Gifted Consultants & Hire Abroad

► Who are The Gifted Consultants?

The Gifted Consultants (TGC) is a South African company that acts as an authorised sourcing partner for Hire Abroad a European recruitment platform based in Lithuania that connects skilled workers with employers across Europe, primarily in the Netherlands. Our role is to find suitable EU/EEA candidates, check their eligibility, and introduce them to Hire Abroad.

► Who is Hire Abroad?

Hire Abroad (UAB Hire Abroad, www.hireabroad.com) is a European recruitment platform registered in Lithuania and regulated under EU GDPR. They hold the job vacancies, manage employer relationships, and own the candidate registration platform where your full profile is created. Once you register on Hire Abroad, they manage your application journey.

► What is the relationship between TGC and Hire Abroad?

Think of it this way: TGC is the door. Hire Abroad is the house. We find you, check that you qualify, and introduce you. Once you register on the Hire Abroad platform, they take over and manage everything from there matching you to vacancies, communicating with employers, and supporting your placement.

► Do you charge candidates a fee?

No. There is never any cost to you as a candidate at any stage of this process not for screening, not for registration, not for placement. If anyone contacts you claiming to be from TGC or Hire Abroad and asks for payment, please contact us immediately at tgceurocareers@hireabroad.email this would not be us.

► Which countries do you recruit for?

Current vacancies are primarily in the Netherlands, with openings also in Belgium, Greece, and other European countries. Available positions span logistics, warehousing, manufacturing, construction, hospitality, agriculture, driving, and skilled trades.

Eligibility

► Who can apply?

You must be a citizen of an EU or EEA country. This is a legal requirement set by employers it is not something we are able to waive. The EU/EEA countries whose citizens may be eligible include:

- EU members: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden
- EEA members (non-EU): Iceland, Liechtenstein, Norway
- Switzerland is also included for most vacancies

► I have a Temporary Residence Card (TRC) or residence permit. Does that qualify me?

In most cases, no. Eligibility is based on citizenship, not residency status. Holding a TRC, residence permit, student visa, work permit, temporary protection status, or permanent residence (without EU/EEA citizenship) does not normally meet the requirements. If you hold an EU/EEA passport, you may be eligible regardless of where you currently live.

► I am an EU citizen but I live outside Europe. Can I still apply?

Yes. If you hold EU or EEA citizenship, your country of current residence does not disqualify you, provided you are willing and able to relocate to Europe for work.

The Application Process

► How does the process work, step by step?

Here is the full journey from start to placement:

- Step 1 - Eligibility check: Complete our short Tally questionnaire on the TGC website (approximately 2 minutes). This checks your citizenship, experience, and availability.
- Step 2 - Interview: If eligible, you are invited to a short Calendly interview with our team to assess your English level, experience, and preferences.
- Step 3 - Hire Abroad registration: If approved, you receive a personal link to register your full profile on the Hire Abroad platform (hireabroad.com), where you upload your CV, ID/passport, and other required documents.
- Step 4 - Matching and placement: We match your profile to suitable vacancies and manage the process through to placement and employment via the Hire Abroad platform.

► What happens after I submit the Tally questionnaire?

Our team reviews your responses. If you meet the eligibility criteria, we will contact you (by WhatsApp or email via tgceurocareers@hireabroad.email) to schedule a short interview. Due to the

volume of applications, we may not be able to respond individually to every submission, but we review every one.

► How long does the process take?

The screening and interview stage typically takes 1-2 weeks. Once on the Hire Abroad platform, timelines depend on available vacancies and employer requirements. Hire Abroad will keep you updated at every stage.

► Will I be guaranteed a job?

No and we will always be honest with you about this. Our role is to introduce eligible, suitable candidates to Hire Abroad. Hire Abroad matches candidates to vacancies and presents profiles to employers. The final hiring decision rests with the employer.

► Is accommodation arranged?

Yes. For most placements, accommodation is arranged by the recruiting agency or employer. Specific details, including any associated costs or conditions, are provided by Hire Abroad during the matching process and may vary by vacancy and location.

Your Personal Data

► What data does TGC collect about me?

Very little - by design. At the Tally screening stage, TGC collects only:

- Your name, email, and WhatsApp number
- Your nationality and country of residence
- Your citizenship status, work experience, job preferences, and English level
- Notes from your Calendly interview

We do not collect your passport, identity documents, bank details, or any sensitive documents. Those are collected directly and securely by Hire Abroad when you register on their platform.

► What data does Hire Abroad collect?

When you register on the Hire Abroad platform, they collect your full candidate profile including CV, driving licence, ID/passport, BSN number, bank details, criminal record certificate (VOG), and travel documentation. This is all handled under Hire Abroad's own privacy policy and GDPR obligations. See www.hireabroad.com for their privacy policy.

► Why does TGC use a Hire Abroad email address?

As an authorised partner acting on behalf of Hire Abroad, we communicate with candidates using tgceurocareers@hireabroad.email. This keeps your correspondence within Hire Abroad's systems from the start and is consistent with our contractual obligation to act on their behalf in all candidate-facing communication.

► Where is my pre-screening data stored?

Pre-screening data collected via Tally is processed by TGC in South Africa. Appropriate legal safeguards (Standard Contractual Clauses under GDPR) are in place for the transfer of this data from the EU to South Africa under the Data Processing Agreement between Hire Abroad and TGC. Once you register on Hire Abroad's platform, your full profile data is stored by Hire Abroad in the EU.

► How long does TGC keep my pre-screening data?

TGC keeps pre-screening data for the minimum time necessary:

- If you do not pass eligibility screening: deleted within 30 days
- If you are screened but do not proceed to Hire Abroad registration: deleted within 60 days of last contact
- Once you register on Hire Abroad: deleted from TGC systems within 30 days of your confirmed registration

► Who do I contact about my data?

For pre-screening data held by TGC, contact: tgceurocareers@hireabroad.email with the subject line 'Data Rights Request - [Your Name] - [Your Country]'. For data held on the Hire Abroad platform, contact Hire Abroad directly via www.hireabroad.com.

Your Rights

► What rights do I have over my data?

You have the right to access, correct, delete, restrict, or object to processing of your pre-screening data held by TGC. You may also withdraw consent at any time. For data on the Hire Abroad platform, the same rights apply but must be exercised directly with Hire Abroad.

► I want to withdraw and have my data deleted. What do I do?

Email tgceurocareers@hireabroad.email and we will remove your pre-screening data from TGC systems promptly. If you have already registered on Hire Abroad, contact them directly to request deletion of your full profile.

► Who can I complain to if I am not happy?

You may lodge a complaint with your national data protection authority. For EU candidates, this is your member state's DPA. For UK candidates, the ICO (www.ico.org.uk). For Lithuanian jurisdiction matters, the State Data Protection Inspectorate (www.vdai.lrv.lt). For South African matters, the Information Regulator (www.justice.gov.za/inforeg).

Contact

The Gifted Consultants (Pty) Ltd

Candidate enquiries: tgceurocareers@hireabroad.email

General: info@thegiftedconsultants.com | +27 87 265 6714

Website: www.thegiftedconsultants.com

Hire Abroad

www.hireabroad.com | Naručio g. 3, Vilnius, Lithuania