Meridian

Terms of use

Meridian Recruitment and Consulting | ABN 83 572 134 237
Last updated: 26 November 2026

These terms apply whenever you use this website or send us an enquiry. Please read them. If you do not agree to them, please do not use the website or send an enquiry.

1. Who we are and what these terms cover

Meridian Recruitment and Consulting (ABN 83 572 134 237) ("Meridian", "we", "us", "our") runs this website. It tells you about our recruitment and job-search support services in Australia and New Zealand and lets you send us an enquiry.

"You" means anyone who uses the website or sends us an enquiry, including employers and job seekers. If you accept these terms for a business or other organisation, you confirm that you have authority to bind it.

These terms cover the website and the enquiries sent through it. Our services are provided under the written terms we confirm with you before any work starts. If those written terms conflict with these terms, they prevail for the services they cover.

2. Accepting and changing these terms

You accept these terms by using the website or by ticking the agreement box on our enquiry form.

We may update these terms from time to time. The "last updated" date shows when they last changed, and the new version applies from the date we publish it. If a change is significant and you have an open enquiry or agreement with us, we will take reasonable steps to let you know. Using the website after a change means you accept the updated terms. An update does not change any written agreement you have already made with us, unless that agreement says so.

3. Using the website

Please use the website lawfully and respectfully. You must not:

- give us false or misleading information, or pretend to be someone else;
- send an enquiry for another person without their permission;
- try to get into parts of the website, our systems or our staff dashboard that you are not authorised to use;
- interfere with the website, overload it, scan it for weaknesses, or introduce viruses or other harmful code;
- use automated tools to submit enquiries, or to copy (scrape) the website;
- send us unlawful, defamatory, harassing or discriminatory material; or
- use the website to send unsolicited marketing to us or to anyone else.

We may refuse, block or delete an enquiry, and restrict access to the website, if we reasonably

believe these rules have been broken.

4. Enquiries and the information you give us

Please give us accurate, complete and current information, and tell us if it changes.

Only give us personal information about someone else, such as a referee or colleague, if you are entitled to and they have agreed to it.

When you send an enquiry you ask us to contact you by email or phone about it. We handle your personal information as set out in our Privacy policy and in line with the Privacy Act 1988 (Cth) where it applies.

Sending an enquiry does not create a contract for services, an employment relationship, or any promise by us to find you a candidate or a job. We aim to reply to every enquiry within one business day. That is a target, not a guarantee.

We will only send you marketing messages if you have agreed to receive them, or if the law otherwise allows it. Every marketing message will say who we are and how to opt out, as the Spam Act 2003 (Cth) requires.

5. If you are an employer

A hiring brief is a request for us to respond. It is not an offer to engage us until we have agreed terms in writing.

Our fees and terms are confirmed in a written agreement before any work starts. Prices on this website are in Australian dollars and are a guide until your agreement confirms them. GST and other taxes are dealt with in your written agreement.

You are responsible for hiring lawfully. That includes following employment, work health and safety, anti-discrimination and migration laws, and holding any licences or checks your role requires. We will not act on an instruction that would require us to discriminate unlawfully.

The identity, right-to-work, qualification and criminal history checks we carry out, with the candidate's consent, are there to support your decision. You remain responsible for your hiring decision. We cannot guarantee a candidate's performance, suitability or continued availability.

6. If you are a job seeker

For job seekers we offer job-search support, such as resume building, LinkedIn profile optimisation and skills guidance. We also introduce you to employers when a role fits. We do not guarantee an interview, a job offer or a placement.

The price of our job-search support is shown on the Job seekers page and is confirmed in writing before you pay. We do not charge job seekers a fee for being introduced to an employer or for being placed in a role.

We share your details with an employer only when you have agreed to be put forward for that role.

We carry out identity, right-to-work, qualification and criminal history checks only with your consent. You can say no, but we may then be unable to put you forward for some roles.

Please make sure everything you tell us about your experience, qualifications and right to work is true. We may stop helping you if it is not.

7. Other websites and service providers

The website may link to other websites, such as LinkedIn. We do not control those websites and are not responsible for them. A link is not an endorsement.

We use trusted providers to run the website and store enquiries. They are described in our Privacy policy.

8. Intellectual property

The website and its content, including the text, design, logos, images, code and the name Meridian, belong to us or our licensors and are protected by the Copyright Act 1968 (Cth) and other laws. Some imagery belongs to others and is credited on the website. It stays theirs.

You may view the website and print or save pages for your own use when dealing with us. You must not copy, republish, sell, modify or frame our content, or use it to train or operate an artificial intelligence system, without our written permission.

You keep ownership of what you send us, such as a resume or a hiring brief. You allow us to use it to respond to you, to provide our services to you and as described in our Privacy policy.

9. Your rights under Australian Consumer Law

Our services come with guarantees under the Australian Consumer Law (Schedule 2 of the Competition and Consumer Act 2010 (Cth)) that cannot be excluded. Nothing in these terms excludes, restricts or modifies any right or remedy, or any guarantee, warranty or other term or condition, that the Australian Consumer Law or any other law gives you and that cannot lawfully be excluded, restricted or modified.

If a consumer guarantee is not met, you may be entitled to a remedy. The rest of these terms apply only so far as the law allows, and each of the clauses below is subject to this clause.

10. What we do not promise

The information on this website is general. It is not legal, tax, financial, migration or employment advice, so please get your own advice where you need it. We take care to keep it accurate, but it may be out of date or incomplete.

The website is provided "as is". We do not promise that it will always be available, error free or secure. We may change, suspend or remove any part of it at any time.

Recruitment depends on people and information from others, so we do not guarantee any particular outcome, such as filling a role or getting you a job.

11. Limits on our liability

To the extent the law allows, and subject to clause 9, we are not liable to you for any indirect or consequential loss, or for loss of profit, revenue, opportunity, data or goodwill, that comes from your

use of the website.

To the extent the law allows, our total liability to you for all claims that come from your use of the website is limited to the greater of A$100 and the amount you paid us in the 12 months before the claim arose. Services we provide under a separate written agreement are covered by the liability terms in that agreement.

Where the Australian Consumer Law allows it, including for services that are not ordinarily acquired for personal, domestic or household use, our liability for failing to meet a consumer guarantee is limited, at our choice, to supplying the services again or paying the cost of having them supplied again.

Nothing in these terms limits liability for death or personal injury, or for fraud, or any other liability that cannot lawfully be limited.

12. Privacy

Our Privacy policy explains what personal information we collect, why, where it is kept, who sees it, and how you can ask to see, correct or delete it. It forms part of these terms.

We follow the Privacy Act 1988 (Cth) and the Australian Privacy Principles where they apply to us. Where privacy law in New Zealand applies to information about people there, we follow it as well.

13. Suspending or ending access

We may suspend, restrict or end your access to the website, and decline or stop dealing with an enquiry, if you break these terms, if the law requires it, or to protect the website, our systems or other people. You may stop using the website at any time.

Clauses that by their nature should continue after access ends, including those about intellectual property, what we do not promise, liability, privacy and governing law, continue.

14. Complaints and feedback

If you are unhappy with something, please tell us first at meridiansolutionsau@gmail.com or +61 469 809 333. We will look into it fairly and reply as soon as we reasonably can.

If you have a privacy complaint and we have not resolved it, you can contact the Office of the Australian Information Commissioner (oaic.gov.au). For other consumer concerns you can contact your state or territory consumer protection agency.

You do not have to give us feedback. If you do, we may use it to improve our website and services without owing you anything for it.

15. General

These terms, our Privacy policy and any written agreement we make with you are the whole agreement about their subject. They replace anything said or written earlier about it.

If part of these terms cannot be enforced, it is changed as little as needed to make it enforceable, or removed, and the rest still applies. If we do not enforce a right straight away, we have not given it up.

You may not transfer your rights or obligations under these terms without our written consent. We are not responsible for a delay or failure caused by something outside our reasonable control.

These terms are governed by the laws of Queensland, Australia, and the Commonwealth laws that apply there. You and we submit to the non-exclusive jurisdiction of the courts of Queensland.

16. Contact us

Meridian Recruitment and Consulting (ABN 83 572 134 237). Email: meridiansolutionsau@gmail.com. Phone: +61 469 809 333.