

Data protection notice Application for vacant positions

References to statutory provisions refer to the Basic Data Protection Regulation (hereinafter DS-GVO), as well as the Federal Data Protection Act (hereinafter BDSG).

We process your application data in order to be able to assess whether you have the qualification, ability and professional performance for the position for which you are applying (Article 6 Paragraph 1 Letter b DS-GVO). For us, the legal requirements for the selection procedure are derived in particular from the General Equal Treatment Act. The legal basis for the processing of data in the context of the selection procedure to establish an employment or trainee relationship is Article 88 (1) DS-GVO in conjunction with § Article 26 paragraph 1 BDSG.

If your application documents contain special categories of personal data, e.g. information on health, religious conviction or ethnic origin, we base our processing on Article 9 Paragraph 2 Letter b DS-GVO due to our legal obligations as an employer and the associated protection of your basic rights. Furthermore, we also process your data on the basis of Article 9 Paragraph 2 Letter h DS-GVO in order to be able to assess the ability of potential employees to work and, if necessary, to take occupational health and safety measures.

During the application process, we will use all the information you provide to advance your application and to check whether we can offer you a job with us. We also have to fulfill our legal obligations as an employer. The provision of personal data is necessary for the legality of the selection process to be carried out. The absence of relevant personal data in the application documents may result in the vacancy not being considered for the award of the position. For us, the legal requirements for the selection procedure result in particular from the General Equal Treatment Act. According to these, we make the selection decision based on suitability, qualification and professional performance.

We will not share the information you provide with any third party. Recipients of the personal data contained in the application documents are the respective responsible personnel managers of our company.

We will use your contact data exclusively to contact you and inform you about the progress of the application process. Other information contained in the application documents will only be used to determine your suitability for the position to be filled.

Your personal data will be deleted as soon as they are no longer required for the purpose of their collection. In the event that, following the application process, an employment relationship, training relationship, internship or other employment relationship should arise, the data will continue to be stored and transferred to the personnel file. Otherwise the application procedure ends with the receipt of a rejection.

In this case, your personal data will be deleted two months after receipt of the rejection, unless longer storage is necessary for the defense of legal claims. If, after rejection of your application, you wish us to include you in a subsequent selection procedure, we will store your application documents on the basis of your consent in accordance with Article 6 Paragraph 1 Letter a DS-GVO. In this case we will obtain your consent separately. Your application documents will then be stored until the next selection procedure and, as described in the case of the first application, will be destroyed two months after receipt of the rejection, unless longer storage is necessary to defend legal claims.

We do not work with contract processors in the context of application procedures.

You can cancel any consent you have given us at any time. You can object to the processing of your personal data at any time. In particular, you have the possibility to withdraw your application at any time. For further information about your rights, please read (reference to the website).