

Privacy Notice for Job Applicants

We are delighted that you are interested in our company and have applied, or are applying, for a position with us. We would like to provide you with the following information regarding the processing of your personal data in connection with your application.

1. Who is responsible for data processing?

This notice applies to data processing carried out by:

Data Controller: Carola Sieling, Technologiewerft Compliance GmbH, Deichstraße 1, 20459 Hamburg,
Tel: 040 / 37601 00 Email: datenschutz@vanguard.de

2. What data do we process about you? And for what purposes?

We process the data you have sent us in connection with your application in order to assess your suitability for the post (or, where applicable, other vacancies at our company) and to carry out the application process.

3. What is the legal basis for this?

The legal basis for the processing of your personal data in this application process is primarily Section 26 of the German Federal Data Protection Act (BDSG) in the version applicable from 25 May 2018. According to this, the processing of data necessary in connection with the decision on the establishment of an employment relationship is permitted.

Should the data be required for legal proceedings after the application process has been completed, data processing may take place on the basis of the conditions set out in Article 6 of the GDPR, in particular to pursue legitimate interests pursuant to Article 6(1)(f) of the GDPR. Our interest in such cases lies in asserting or defending claims.

4. How long is the data retained?

Data relating to applicants will be deleted after 6 months in the event of a rejection. If you have consented to the continued storage of your personal data, we will transfer your data to our applicant pool. The data will be deleted from there after two years. Should you have been offered a position as part of the application process, the data will be stored permanently for the purposes of the employment relationship.

5. To whom is the data disclosed?

Once we have received your application, we will review your applicant data and coordinate the next steps. Within the company, access to your data is restricted to those individuals who require it for the proper conduct of our recruitment process.

6. Where is the data processed?

The data is processed exclusively in the Federal Republic of Germany.

7. Your rights as a 'data subject'

You have the right to access the personal data we process about you. In the event of a request for access that is not made in writing, please understand that we may require you to provide evidence proving that you are the person you claim to be. Furthermore, you have the right to rectification, erasure or restriction of processing, insofar as you are entitled to this by law. You also have the right to object to the processing of your data within the framework of the statutory provisions. The same applies to the right to data portability. In accordance with Article 7(3) of the GDPR, you may withdraw your consent at any time. As a result, we may no longer continue the data processing that was based on this consent in future.

8. Right to lodge a complaint

You have the right to lodge a complaint with a data protection supervisory authority regarding our processing of your personal data.