

Data protection notice for applicants

We are pleased that you are interested in applying for a job in our company or have already applied. In the following, we would like to provide you with information about the processing of your personal data in the context of the application.

Who is responsible for the processing of the data?

Responsible within the meaning of data protection law is the

Willke Holding GmbH

Hauptstraße 50

21357 Wittorf

You can find further information about our company, details on the persons who are authorised to represent as well as further contact information in the site notice of our website.

<https://willke.com/legal-notice/>

What data of yours is being processed by us? And for what purposes?

We process the data which you sent to us in connection with your application in order to assess your qualification for the job (or if applicable for other open positions in our company) and to carry out the application process.

On what legal grounds is this based?

The processing of your personal data in this application process is primarily based on § 26 BDSG, the version valid from the 25.05.2018. According to this, the processing of data that is required in the context of making a decision on the reasons for an employment relationship is permitted. Should the data be needed for legal prosecution after the completion of the application process, data processing may be carried out on the basis of the requirements of Art. 6 DSGVO, in particular for protection of legitimate interests in accordance with Art. 6 para. 1 lit. f) DSGVO. In this case our interest will be the assertion or defence of claims.

How long with the data be saved for?

The data of applicants will be deleted after 6 months in case of a rejection. If you have agreed to further storage of your personal data, it will be deleted after one year. If you have been awarded a job during the application process, the data from the applicant data system will be transferred to our personnel information system.

To which recipients will the data will be passed on?

Your applicant data will be screened by the personnel department after your application has been received. Suitable applications are then passed on internally to the department managers who are responsible for the open position. After that, the further procedure will be coordinated. In our company only the people who require your data for the proper procedure of our application process have access to your data.

Additionally, we are able to transfer your personal data to other recipients outside of our company as long as this is necessary for the fulfillment of the contractual and legal obligations as an employer.

Where is the data being processed?

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

Your rights as “affected people”

You have the right to receive information about the personal data that we process about you. In case of an information request that is not made in writing, we ask for your understanding that we might require further proof that you are the person you claim to be. Furthermore, you have the right of rectification or erasure or limitation of processing as far as you are legally entitled to do so. Furthermore, you have a right of objection against the processing within the scope of the legal requirements. The same applies for a right of data transferability.

Due to legal reasons we inform you about your subsequent right of objection.

However, direct advertising with your personal data that is mentioned below will not be carried out by us.

Right of objection:

If we process your data to protect legitimate interests, you can object to this processing due to reasons from your special situation. We will stop processing your personal data in this case, unless we are able to provide compelling reasons for the processing that are worthy of protection, that outweigh your interests, rights and liberties or in case that the processing serves the enforcement, exertion or defense of legal claims. You have the right to object to the processing of your personal data for purposes of direct advertising without giving reasons.

Our data protection officials

Data protection officer

We have appointed a data protection officer in our company. You can reach them under the following contact details:

Aulinger Datenschutz & Consulting GmbH

Dr. Ralf Heine

Frankenstraße 348

45144 Essen

Email: datenschutz@willke.com

Right of appeal

You have the right to complain about the processing of personal data by us at the supervisory authority for data protection.

Obligation to provide your data

As part of the application procedure, you must provide personal data which is necessary for the establishment of the employment relationship and the fulfilment of the associated contractual obligations or for the collection of data which we are obligated to require by law. Without this data we will not be able to conclude the employment contract with you.