

Data protection information for applicants

We, vision-tec gmbh, Otto-Hahn-Str. 5, 34123 Kassel, phone: +49 (0) 561 979800-00, e-mail: info@vision-tec.de, would like to explain to you below how we process applicant data and ensure its protection. If you have any questions about data protection, please contact our data protection officer at vision-tec@dsb-moers.de. Further contact details can be found at www.dsb-moers.de.

Purpose of data processing

The primary purpose of data processing on our careers page is the initiation of employment relationships on the basis of Art. 6 para. 1 lit. b, Art. 88 para. 1 GDPR in conjunction with. § 26 BDSG.

In addition, we process your data as part of the provision of the website and your access to the career portal. In doing so, we comply with the requirements of the EU General Data Protection Regulation (GDPR), the German Federal Data Protection Act (BDSG), the German Digital Services Act (DDG) and the German Telecommunications Digital Services Data Protection Act (TDDDG). In particular, we process personal data in accordance with the following legal bases:

- Art. 6 para. 1 lit. a GDPR for the processing of personal data with the consent of the data subject.
- Art. 6 para. 1 lit. c GDPR for the necessary processing of personal data to fulfil a legal obligation to which we are subject under any applicable EU law or under any applicable law of a country in which the GDPR is fully or partially applicable.
- Art. 6 para. 1 lit. f GDPR for the necessary processing of personal data in order to protect the legitimate interests of us or third parties, unless the fundamental freedoms and rights and interests of the data subject prevail. Legitimate interests are, in particular, our business interest in being able to provide our website, information security, the enforcement of our own legal claims and compliance with other legal provisions.

Use of the career page

When you visit our careers page, a connection is established with your browser. The following information collected in the process is temporarily stored in system files and recorded automatically: IP address of your device, date and time of access, name and URL of files accessed, website from which access is made or from which you were directed to our site (referrer URL), browser used and, if applicable, the operating system of your device and the name of your provider.

The aforementioned data is processed by us for the purposes of smooth connection set-up and system security. The resulting connection data is automatically deleted and generally stored for no longer than seven days. If the website is misused, log data, the further storage of which is required for evidence purposes, will be cancelled until the incident has been clarified.

Use of storage technologies on your end device

Our careers site uses storage technologies ("cookies" and/or your browser's memory) to enable your use of the website to be saved. The information generated by cookies about your usage behaviour on this website is used to analyse visitor behaviour on the website and to improve our information offering.

If the use of storage technologies on your end device is necessary for the functionality of the website, we use this technology on the basis of our legitimate interests in improving our information offering and ensuring the functionality of the website and information security on the website. The legal basis for data processing is then Art. 6 para. 1 lit. f GDPR (legitimate interest) in conjunction with Section 25 para. 2 no. 2 TDDDG. The cookies are deleted after 7 days at the latest.

You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionality of this website. Data collection is anonymised; the data collected cannot be traced back to you personally.



Categories of recipients

We use the applicant management system of HRworks GmbH, Waldkircher Straße 28, 79106 Freiburg, Germany, to provide our careers page and to manage applicant data. HRworks GmbH is integrated on the basis of a concluded order processing agreement and acts in accordance with instructions in this context. HRworks GmbH is also subject to the contractual obligation to guarantee an appropriate level of data protection.

In addition to HRworks GmbH, we use service providers who are separately bound to confidentiality and data protection for special areas where access to personal data cannot be ruled out. These categories of recipients outside of business and HR management include IT service companies, software providers and consulting companies.

Data will only be passed on to authorities if overriding legal provisions apply. If data is transferred to third countries, an adequate level of data protection is ensured by data protection instruments that fulfil the requirements of Art. 44 et seq. GDPR.

Duration of storage and deletion of data

Your data will be stored for the duration of the application process; if you take up employment with us, your application data will be stored by us for the duration of your employment relationship. If the decision on your application leads to a rejection, we will store your data for a further six months on a statutory basis and then delete it; in the case of unsolicited applications or if you consent to us storing your data for a longer period for possible future employment, we will retain your data until you withdraw your consent or for a maximum of two years.

Your right to information, rectification, erasure, objection and data portability

You can exercise your right to information, correction and deletion of data at any time. To do so, please contact us using the channels described above. If you wish your data to be erased but we are still legally obliged to retain it, access to your data will be restricted (blocked). The same applies in the event of an objection. You can exercise your right to data portability insofar as the technical possibilities are available to the recipient and to us.

Right of appeal

You have the right to lodge a complaint with a data protection supervisory authority at any time.

Obligation to make available

It is not possible to complete the application process without correct information from you. This may mean that your application cannot be considered in an ongoing process.

Up-to-dateness and amendment of this data protection notice

We reserve the right to adapt the content of this data protection notice at any time. This is usually done in the event of further development or customisation of the services used. You can view the current data protection information on our website.

Status of these notes: 24.07.2024