

Data protection information careers page

The protection and confidentiality of your personal data is of particular importance to us. To ensure the protection of your personal data, we have taken technical and organisational measures to comply with data protection regulations. This data protection notice informs you how we collect personal data as part of your application process and for what purpose the data is processed. Your data will be processed in accordance with this data protection notice and the applicable data protection regulations.

This data protection information applies to the career portal and the applicant management system of WESSLING GmbH, WESSLING France and WESSLING AG.

1 Name and contact details of the controller

1.1 in Germany

The controller pursuant to Art. 4 (7) of the EU General Data Protection Regulation (GDPR) is WESSLING GmbH, Oststraße 7, 48341 Altenberge, info@wessling.de (see our imprint at <https://de.wessling-group.com/de/impressum>).

1.2 in France

The controller pursuant to Art. 4 (7) of the EU General Data Protection Regulation (GDPR) is WESS-LING France, 40, rue du Ruisseau, 38070 Saint-Quentin-Fallavier, labo@wessling.fr (see our legal notice at <https://fr.wessling-group.com/en/imprint>).

1.3 in Switzerland

The controller pursuant to Art. 4 para. 7 of the EU General Data Protection Regulation (GDPR) is WESSLING AG, Werkstrasse 27, 3250 Lyss BE, info@wessling.ch (see our legal notice at <https://ch.wessling-group.com/de/impressum>).

2 Data protection officer

2.1 in Germany

The data protection officer is provided by lexICT GmbH, Ostfeldstrasse 49, 30559 Hanover, Germany.

You can reach our data protection officer at

WESSLING GmbH

Oststraße 7

48341 Altenberge

Telephone: +49 2505 89-255

dsb@wessling.de

2.2 in France

You can reach our data protection officer, Hédi Ben Belgacem, at

WESSLING France
40, rue du Ruisseau
38070 Saint-Quentin-Fallavier
Tel: +33 4 74 99 96 20
protection-des-donnees@wessling.fr

2.3 in Switzerland

You can reach our data protection officer, Dr Marina Kuster, at
WESSLING AG
Werkstrasse 27
3250 Lyss, BE
info@wessling.ch

3 Order processing

For the efficient implementation of application procedures, we use an applicant management system from softgarden e-Recruiting GmbH, Tauentzienstr. 14, 10789 Berlin (contact: datenschutz@softgarden.de), which operates the applicant management system as a processor within the meaning of Art. 4 No. 8 GDPR. A contract for order processing in accordance with Art. 28 GDPR has been concluded with the provider, which ensures compliance with data protection regulations.

We remain your first point of contact for exercising your rights as a data subject and for handling the application process. You can contact us directly using the details of the controller provided above or, if specified, contact the data protection officer in confidence.

4 Subject matter of data protection

The subject of data protection is the processing of personal data, in this case in the context of applicant management. According to Art. 4 No. 1 GDPR, this includes all information relating to an identified or identifiable natural person (hereinafter 'data subject') that is necessary for the performance of the application process and the initiation of an employment relationship, Art. 6 I b) GDPR.

In addition, data associated with the use of the applicant management system is also collected, so-called usage data. Usage data is data that is required to operate our websites, such as information about the start, end and scope of use of our website, including registration data. This processing is in accordance with the provisions of data protection and telemedia law.

As part of the application process and/or the use of the system, processing activities may also take place that are either based on legitimate interest in accordance with Art. 6 para. 1 lit. f) GDPR or on the basis of your consent in accordance with Art. 6 para. 1 lit. a) GDPR. Processing activities for which there is a legal obligation to process or a public interest, Art. 6 para. 1 lit. c) and e) GDPR, such as in the context of criminal prosecution or investigation by state authorities, also come into consideration. You can determine and control the scope of processing yourself by making individual settings in your web browser, configuring the corresponding cookie settings and your user behaviour.

5 Collection and use of your data

5.1 Visiting the website

For operational and maintenance purposes and in accordance with the provisions of telemedia law, interaction is recorded ('system logs'), which are required for the operation of the website or are processed for system security purposes, for example to analyse attack patterns or illegal usage behaviour ('evidence function').

Your internet browser automatically transmits the following data when you access the career portal:

- Date and time of access,
- Browser type and version,
- operating system used,
- Amount of data sent.
- IP address of the access

This data is not used for direct allocation in the context of applicant management and is deleted promptly in accordance with the legitimate retention periods, unless longer retention is required for legal or factual reasons, such as for evidence purposes. In individual cases, storage for the aforementioned purposes may be considered. The legal basis is Art. 6 para. 1 lit. f) GDPR and telemedia law.

softgarden uses the services of the ISO 27001-certified provider Cloudflare Inc, 101 Townsend St, San Francisco, USA and its subsidiary Cloudflare Germany GmbH, Rosental 7, c/o Mindspace, 80331 Munich, Germany ('Cloudflare') to increase the security of the platform, in particular to protect against DDoS attacks, and to improve the speed of delivery. Cloudflare provides a network of servers capable of delivering optimised content to the end user and intercepting virus-infected traffic.

The services provided by Cloudflare include the product 'Data Localisation Suite' with the components 'Regional Services' and 'Metadata Boundary for Customers'. Both components ensure that the transfer of personal data when using our platform takes place exclusively within the EU.

The 'Regional Services' ensure that the customer content traffic, in this case the end customer traffic, is securely transmitted to Cloudflare PoPs within the region selected by softgarden and checked within a Point of Presence (PoP) in this defined region.

softgarden has chosen Germany as the selected region, so all data traffic is checked exclusively on servers in Germany. Metadata Boundary ensures that Cloudflare does not transmit any customer logs originating from the services used outside the European Union.

The personal data processed by Cloudflare includes all content transmitted by customers and applicants, i.e. beyond the IP address, all files (application documents) and multimedia images, graphics, audio or video, as well as any interaction of their browser with the softgarden system.

Cloudflare is the recipient of your personal data and acts as a processor for softgarden. This corresponds to the legitimate interest within the meaning of Art. 6 para. 1 sentence 1 lit. f GDPR to ensure security and security as well as user-friendliness on the platform.

Your personal data will be stored by Cloudflare for as long as is necessary for the purposes described, usually 124 calendar days.

You can find more information about Cloudflare at [Cloudflare DPA](#).

5.2 Session cookies

We store so-called 'cookies' in order to offer you a comprehensive range of functions and to make the use of our websites more convenient. 'Cookies' are small files that are stored on your computer with the help of your internet browser. If you do not wish cookies to be used, you can prevent them from being stored on your computer by making the appropriate settings in your Internet browser. Please note that this may limit the functionality and range of functions of our website.

We set the JSESSIONID cookie on the careers page as a technically necessary session cookie. This stores a so-called session ID, with which various requests from your browser can be assigned to the joint session. This allows your browser to be recognised when you return to our website. This session cookie is deleted when you log out or close the browser.

5.3 Data entered by the user

5.3.1 Application process

As part of the application process, you can set up and manage an account in the career portal after configuring your user name and password. In addition to the individual application, you can use other options in the softgarden applicant management system and make your individual settings (e.g. inclusion in a talent pool).

For an efficient and promising application, you can provide the following information as part of your application:

- Contact details (address, telephone number)
- Curriculum vitae data e.g.
 - o School education
 - o Vocational training
 - o Work experience
 - o Language skills
- Profiles in social networks (e.g. XING, LinkedIn, Facebook)
- Documents in connection with applications (application photos, cover letters, references, job references, work samples, etc.)

The legal basis for processing for the purposes of carrying out the application process and initiating an employment relationship is Art. 6 I b) GDPR. In addition, the use of the applicant management system by the controller is in the legitimate interest pursuant to Art. 6 (1) (f) GDPR. If consent within the meaning of Art. 6(1)(a) is required for a specific processing activity, this will be obtained separately and transparently from you by the controller, unless it results from conclusive and voluntary behaviour on your part in accordance with the transparency requirement, such as voluntary participation in a video interview.

5.3.2 Forwarding of data

Your data will not be passed on to unauthorised third parties in the context of applicant management and will be processed for the purposes stated in this data protection notice. Inspection by internal departments and specialist managers of the controller is in the legitimate interest, insofar as knowledge of the information from the application process is necessary and permissible for the selection of applicants or internal administrative purposes of the company. For this purpose, your data may be forwarded to third parties in the company by e-mail or within the management system. The legal basis may be Art. 6 para. 1 lit. f) and a) GDPR.

The transfer to third parties also takes place in the context of order processing in accordance with Art. 28 GDPR, i.e. in the context of processing activities in which the controller has a legitimate interest in outsourcing processing activities that it is otherwise authorised to carry out itself. For this purpose, the controller shall take measures to ensure compliance with data protection regulations.

Data may also be passed on to external third parties for the defence of legal claims on the basis of a legitimate interest or as part of the investigation of or disclosure to state authorities, insofar as this is required by law or there is an obligation to disclose. The information obligations towards data subjects within the meaning of Art. 13, 14 GDPR are guaranteed in advance of the relevant disclosure, insofar as these are to be fulfilled separately.

5.3.3 CV analysis with Textkernel

We process and analyse documents uploaded by you using AI technology to extract CV data and convert it into a structured form (so-called 'CV parsing').

To ensure data subject rights and security standards, an order processing contract has been concluded with the service provider. The processor is the ISO27001-certified provider Textkernel B.V. Nieuwendammerkade 26 A 5, (1022AB) Amsterdam, Netherlands. The data processing takes place on a server in Germany in a secure environment.

The legal basis for the processing is Art. 6 I b) GDPR and Art. 6 para. 1 sentence 1 lit. f) GDPR in order to initiate an employment relationship and to make the application process as efficient as possible. Personal data is not transferred to unsafe third countries. Your data will be deleted from Textkernel's cache after processing.

5.3.4 Feedback module

In addition to your application, we may ask you to submit your feedback after an interview and 3 months after you have been hired. We will send you an invitation link that will take you to the rating system to submit your feedback. The purpose of the processing is the further development and optimisation of our recruiting and application processes as well as the company image.

The following data is processed automatically for this purpose

- Contact details (name, email)
- Position title of the job for which you have applied
- Location of the position

- Job category
- Applicant identifier

The feedback itself is anonymised and stored in the database. No personal reference is made. In addition to a star rating for individual questions, you have the opportunity to leave comments here. We expressly ask you not to leave any personal data in the comments. The information collected in this way can be displayed together with your feedback on our review page or transmitted to external partners such as kununu.

Participation is purely voluntary and only takes place with your consent, without which the submission of feedback is not possible. The legal basis is Art. 6 para. 1 lit. a) GDPR.

5.3.5 Subscription to job adverts 'Job subscription'

To be informed about new job vacancies, you can subscribe to the job newsletter or have suitable vacancies displayed on our career board (RSS feed). You can define your subscription in more detail by specifying the desired job and location.

To subscribe, you also need to enter your e-mail address. The legal basis for this is your consent to receive the newsletter in accordance with Art. 6 para. 1 lit. a) GDPR. You can revoke your consent to receive the newsletter at any time via the unsubscribe link in the newsletter (opt-out).

No personal data is processed via the RSS feed itself to inform you about new job advertisements.

5.3.6 Salary statistics module 'Salary statistics'

At various stages of the application process, softgarden will give you the opportunity to provide feedback on your salary expectations and the salaries offered to you.

The information provided will be anonymised and processed without linking it to your name and contact details. softgarden processes this data anonymously for its own purposes (statistics, analysis, studies) and is responsible for this processing within the meaning of Art. 4 No. 7 GDPR.

The processing only takes place with your consent through participation and on a purely voluntary basis. The legal basis is Art. 6 para. 1 sentence 1 lit. a) GDPR.

5.3.7 Social share buttons

It is possible to share the job adverts on various social networks. Different buttons are offered for each network. After clicking on one of these buttons, you will be directed to the respective networks and will be taken to their login pages. These buttons are not plug-ins and do not transfer any personal data directly to the operators of the social networks.

The job adverts can currently be shared on the following social networks

- Facebook (<https://de-de.facebook.com/privacy/explanation>)
- X (<https://x.com/de/privacy>)

- LinkedIn (<https://www.linkedin.com/legal/privacy-policy?trk=uno-reg-join-privacy-policy>)
- Xing (<https://privacy.xing.com/de/datenschutzerklaerung>)

The legal basis is Art. 6 para. 1 lit. f) GDPR for the statistical analysis and reach measurement of job advertisements.

You can also find out how the social networks mentioned process your personal data by clicking on the links provided. We have no influence on the processing of your personal data by the social networks.

5.3.8 'Easyfeedback' online surveys

At the end of the application process, softgarden may send you a link inviting you to take part in a survey. The survey takes place via a service provided by easyfeedback GmbH in order to query the application experience. softgarden conducts this survey as the controller within the meaning of Art. 4 No. 7 GDPR and processes the collected data anonymously for its own purposes (statistics, analysis, studies) and for the further development of softgarden products.

The collection of survey data is secured by SSL encryption as standard and softgarden does not establish any personal reference in the course of the evaluation. The survey can be cancelled at any time. The data processed up to the time of cancellation can be used for the stated purposes.

Your participation in the survey is purely voluntary and by participating you declare your consent, without which your participation is not possible, Art. 6 para. 1 lit. a) GDPR. The processing of the data for the purposes of evaluation is anonymised at softgarden.

You can find more information on easyfeedback's data protection in the following information: <https://easy-feedback.de/privacy/datenschutzerklaerung>.

5.3.9 Talent pool

As part of your application or via the 'Get in touch' button, you have the opportunity to recommend yourself for our talent pool. This processing is necessary in order to be automatically considered for further job advertisements, i.e. for similar or other suitable positions.

If you register for the talent pool using the 'Get in touch' button, the following information will be requested:

- Salutation, academic title (optional)
- First name, surname, e-mail address
- Job fields of interest
- Current career level
- Preferred location(s)
- XING profile or CV

Inclusion in the talent pool is purely voluntary with your consent and by using an opt-in link. The legal basis is Art. 6 para. 1 lit. a) GDPR. We will also write to you after 3 months to ask whether you still wish to be part of the talent pool.

5.3.10 'Cronofy' scheduling service

We use an integrated service of Cronofy Limited, 9a Beck Street, Nottingham, NG1 1EQ, UK for the purpose of scheduling and inviting appointments.

If we invite you to a meeting via this function, you will receive an appointment invitation created via Cronofy by e-mail. This will include your e-mail address, the title of the appointment, a description and a location where the appointment is to take place. No further personal data will be transmitted by you to Cronofy.

The legal basis for the processing is Art. 6 para. 1 lit. f GDPR in order to integrate the appointment scheduling into our applicant management system and to plan and manage job interviews and other appointments more efficiently.

Data processing takes place in encrypted form on a server in Germany. Adequate security standards for data processing have been agreed with the provider and verified by the provider. Further information can also be found under the following link: [Scheduling Platform for Business | Cronofy the scheduling experts](#).

However, if you do not wish Cronofy to process your data, please indicate this in advance of the appointment coordination (objection).

5.3.11 Forwarding the status information of an application

If you apply to us via a job board (e.g. Hellowork, Stepstone), the data you submit will be automatically transferred to our recruiting system.

With some of these job boards, you have the option of tracking the status of your application in your account with the respective job board. For this purpose, our service provider, softgarden e-recruiting GmbH, transmits the status of your application (receipt, processing of the application, rejection) to the job exchange on our behalf. The transmission of the status in your account with the job exchange takes place with a time delay (up to four weeks) so that we can inform you personally about the status of the application in advance.

The legal basis for data transmission is Art. 6 para. 1 lit. b GDPR (initiation of an employment relationship).

Further information on data processing can be found in the data protection notices of the respective job exchange through which you have applied.

5.3.12 Recruiting via text message

We offer you the option of submitting your application via certain messenger services. This should enable you to apply quickly and easily. If you use this option and apply to us via one of the available messenger services, the application data you enter and other messages you make in the chat will be processed by the respective provider of the messenger service.

Details on data processing by the messenger services can be found in the respective data protection notices: WhatsApp, Telegram, Facebook Messenger. Please note that we have no influence on data processing by the messenger services.

The messenger services are connected to our recruiting system via the MessengerPeople service of MessengerPeople GmbH, St.-Martin-Straße 63, 81669 Munich. MessengerPeople forwards your messages directly to our recruiting system and receives access to your data entered in the application process. In order to provide the service, MessengerPeople processes the personal data you have deposited with the respective messenger service, in particular your first and last name, end device, profile picture and the messages exchanged via MessengerPeople. MessengerPeople is bound by instructions and is obliged to process your personal data in accordance with the GDPR via a contract for order processing.

The legal basis for data processing is Article 6(1)(b) GDPR. We only process the data you enter for the purpose of initiating an employment relationship with you. If you decide to apply by text message, it is necessary to provide the data for this purpose. If you do not agree to your data being forwarded to the recipients named here, please use our alternative application options.

As part of data processing, your personal data may be transferred to organisations based outside the EU. Such a transfer is permitted if the European Commission has determined that an adequate level of data protection is required in such a third country. If there is no adequacy decision and nothing else is stated below, we use the EU standard data protection clauses as suitable guarantees for the transfer of personal data from the scope of the GDPR to third countries.

You can cancel the application at any time using the /cancel command in the chat window. In this case, all previously entered data will be deleted. If your application has been completed and successfully transferred to our recruiting system, the interview data you entered will be deleted from MessengerPeople after 180 days. The general deletion rules apply to your application received in our recruiting system (see section 6).

6 Deletion and use of data

Your data will be stored for the duration of the application process and in accordance with the legitimate retention periods after completion of the application process. In the event of a rejection, the data will be stored for 3 months. After the retention period has expired, the data will be completely anonymised. The processing of anonymised data records is not subject to the material scope of the data protection provisions, so that anonymised data can be processed for statistical and analytical purposes, for the creation of market studies or for product development.

7 Your rights as a data subject

7.1 Rights of data subjects

Data subjects are entitled to know at any time whether their personal data has been stored and can assert a right of access to stored data (right of access), verify its accuracy (right to rectification), request its completion and updating, request its erasure (right to be forgotten), request the restriction of processing (right to restriction) and have the data ported/porting in a commonly used, machine-readable format (data portability). These rights apply provided there are no compelling and/or legitimate grounds on the part of the controller to the contrary. To do so, please contact dsb@wessling.de for Germany or info@wessling.ch for Switzerland or post to the address given above for Germany or for Switzerland.

In cases in which we process data on the basis of your consent (Art. 6 para. 1 lit. a) GDPR), you have the right to withdraw your consent at any time without giving reasons and with effect for the future. The corresponding data processing will then no longer take place in the future, but will not affect the legality of the processing carried out up to the time of revocation. In addition, you have the right to object to processing, for example if the data is or was processed incorrectly, or if other reasons in the interests of the data subject prevent (further) processing. Data subjects also have the right to lodge a complaint with the supervisory authority responsible for data processing.

Please note that in the event of an objection and/or revocation, certain services/processing activities may not take place or be utilised if the processing is necessary for these purposes.

7.2 Automated decision-making

Automated decision-making does not take place. Should this be or become necessary, we will obtain transparent consent in advance of the processing.

8 Changes to this privacy policy

We reserve the right to amend or supplement this data protection notice at any time with regard to the constantly changing legal, technical and organisational requirements for the processing of personal data. This also applies to any translation errors and differences with regard to national data protection law requirements.

8.1 Version

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