



DATA PRIVACY NOTICE FOR APPLICANTS

Information on data privacy in connection with our processing of applicants' details in accordance with Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR) Bayerische Forschungsallianz (Bavarian Research Alliance) GmbH

Dear Applicant,

Thank you for your interest in our company. In accordance with the provisions of Articles 13, 14 and 21 of the General Data Protection Regulation (GDPR), we hereby provide you with information regarding the processing of personal data submitted by you in the context of the application process and, where applicable, the personal data collected by us, as well as your rights in this regard. In order to ensure that you are fully informed about the processing of your personal data in connection with the application process, please take note of the following.

1. CONTROLLER UNDER DATA PRIVACY LAW

Bayerische Forschungsallianz (Bavarian Research Alliance) GmbH

Martin Reichel – CEO

Prinzregentenstraße 52

80538 Munich

+49.89.9901.888.0

info@bayfor.org

www.bayfor.org

2. CONTACT DETAILS OF OUR DATA PRIVACY OFFICER

Thomas Eigner

DSB@bayfor.org

3. PURPOSES AND LEGAL BASIS OF PROCESSING

We process your personal data in accordance with the provisions of the European General Data Protection Regulation (EU-GDPR) and the German Federal Data Protection Act (BDSG)

insofar as this is necessary for the decision to establish an employment relationship with us. The legal basis for this is Art. 88 GDPR in conjunction with § 26 BDSG–neu as well as, where applicable, Art. 6 Para. 1 (b) GDPR for the initiation or implementation of contractual relationships. Furthermore, we may process your personal data if this is necessary to fulfil legal obligations (Art. 6 Para. 1 (c) GDPR) or to defend against legal claims asserted against us. The legal basis for this is Art. 6 Para. 1 (f) GDPR. The legitimate interest is, for example, an obligation to provide evidence in proceedings under the General Equality of Treatment Act (AGG). If you give us express consent to process personal data for specific purposes, the lawfulness of this processing is based on your consent in accordance with Art. 6 Para. 1 (a) GDPR. Any consent granted can be revoked at any time, with effect for the future (see Section 9 of this data privacy notice). If an employment relationship arises between you and us, we may, pursuant to Art. 88 GDPR in conjunction with Art. 26 BDSG–neu, process the personal data already received from you for the purposes of the employment relationship insofar as this is necessary for the implementation or termination of the employment relationship or for the exercise or fulfilment of the rights and obligations of employee representation arising from a law or a collective wage agreement, a works or service agreement (collective agreement).

4. CATEGORIES OF PERSONAL DATA

We only process data that is related to your application. This can be general personal data (name, address, contact details, etc.), information on your professional qualifications and education, information on further professional training and, if applicable, other data which you provide us with in connection with your application.

5. SOURCES OF THE DATA

We process personal data which we receive from you by post or e–mail in the course of your contact or job application which you send us via applicant portals on the internet (Stepstone, Jobvector etc.).

6. RECIPIENTS OF THE DATA

Within our company, we only pass on your personal data to those areas and persons who need this data to fulfil contractual and legal obligations or to implement our legitimate interests.

We may pass on your personal data to affiliated companies (Bavarian Research and Innovation Agency, our shareholder members – in this case: University of Bavaria e.V. and Bavarian Universities of Applied Sciences e.V.) to the extent that this is permissible within the framework of the purposes and legal bases set out in Section 3 of this data privacy notice.

Otherwise, data will only be passed on to recipients outside the company to the extent permitted or required by law or for the fulfilment of legal obligations or if you have given us your consent.

7. TRANSMISSION TO A THIRD COUNTRY

A transmission to a third country is not intended.

8. DURATION OF DATA STORAGE

We store your personal data for as long as this is necessary for the decision on your application. Your personal data or application documents will be deleted a maximum of six months after the end of the application procedure (e.g. the announcement of the decision to reject your application) unless longer storage is legally required or permitted. Beyond this, we only store your personal data to the extent required by law or in a specific case for the assertion, exercise or defence of legal claims for the duration of a legal dispute.

In the event that you have consented to longer storage of your personal data, we will store it in accordance with your declaration of consent.

If, following the application procedure, an employment relationship, apprenticeship or internship is established, your data will continue to be stored, if necessary and permissible, and then transferred to your personnel file.

You may receive an invitation to join our pool of applicants after the application procedure. This will allow us to continue to consider you when we select applicants in the event of suitable vacancies arising. If we have your consent, we will store your application data in our applicant pool in accordance with your consent or any future consent you may give us.

9. YOUR RIGHTS

Every data subject has the right of access under Art. 15 GDPR, the right of rectification under Art. 16 GDPR, the right of erasure under Art. 17 GDPR, the right to restrict processing under Art. 18 GDPR, the right of notification under Art. 19 GDPR and the right to data portability under Art. 20 GDPR.

In addition, you have the right of appeal to a data protection supervisory authority under Art. 77 GDPR if you believe that your personal data is not being processed lawfully. The right of appeal is without prejudice to any other administrative or judicial remedy.

If the processing of data is based on your consent, you are entitled under Art. 7 GDPR to revoke your consent to the use of your personal data at any time. Please note that the revocation is only effective for the future. Processing that took place before the revocation is not affected. Please also note that we may have to retain certain data for a specific period of time in order to comply with legal requirements (see Section 8 of this data privacy notice).

Right of objection

Insofar as the processing of your personal data pursuant to Art. 6 Para. 1 (f) GDPR is carried out to safeguard legitimate interests, you have the right pursuant to Art. 21 GDPR to object to the processing of such data at any time for reasons arising from your particular situation. We will then no longer process this personal data unless we can prove compelling legitimate grounds for processing. These must outweigh your interests, rights and freedoms, or the processing must serve to assert, exercise or defend legal claims.

You are welcome to contact us to protect your rights.

10. NECESSITY OF THE PROVISION OF PERSONAL DATA

The provision of personal data in the context of application processes is not required by law or contract. You are therefore not obliged to provide any personal data. Please note, however, that this data is necessary for a decision to be made regarding an application or a contract of employment with us. If you do not provide us with personal data, we cannot make a decision to establish an employment relationship. We recommend that you only provide personal data in your application that is necessary to complete the application.

11. AUTOMATED DECISION MAKING

Since the decision on your application is not based exclusively on automated processing, no automated decision in individual cases will be made as defined by Art. 22 GDPR.