

Privacy notice for applicants

We are pleased that you are interested in us and would like to apply for a position at our company. Below, we provide information on the processing of your personal data in connection with your application.

Who is responsible for processing your personal data?

The responsible entity under data protection law is:

CNC-Communications & Network Consulting AG
Palais Leopold
Leopoldstraße 10
80802 München

You can find further information about our company, details of authorized representatives, and additional contact options in the legal notice on our website.

What data do we process, and for what purposes?

We process the data you provide in connection with your application to assess your suitability for the position (or potentially other open positions within our company) and to carry out the application process.

What is the legal basis for this processing?

The legal basis for processing your personal data in this application process is Article 6(1)(b) GDPR, as it is necessary for initiating or executing an employment contract. If your data is required after the application process for legal purposes, processing may be carried out under the conditions of Article 6 GDPR, particularly to safeguard legitimate interests according to Article 6(1)(f) GDPR. In such cases, our interest lies in asserting or defending legal claims.

If an employment relationship is established between you and us, we may further process the personal data you have already provided in accordance with Article 6(1)(b) GDPR for employment purposes, insofar as this is necessary for the execution or termination of the employment relationship or for exercising or fulfilling the rights and obligations of employee representation under a law, collective agreement, works agreement, or service agreement (collective agreement).

How long will the data be stored?

We store your data for as long as it is necessary to make a decision about your application. In the event of a rejection, your data and application documents will be made unreadable and unusable. If you are offered a position during the application process, your data will be transferred from the applicant management system to our personnel information system.

To whom is the data disclosed?

We use a specialized software provider for the application process. This provider acts as a service provider on our behalf and may, in the course of system maintenance and support, gain access to your personal data if necessary. To protect your personal data, such data transfers are carried out in accordance with legal requirements and with appropriate safety measures in place.

Once your application has been received, it will be reviewed by the HR department. Suitable applications will then be internally forwarded to the department heads responsible for the respective open position. The further process will then be coordinated accordingly.

Within the company, only those individuals who require access to your data to ensure the proper execution of our application process will have access to it.

If applicable, you will receive an invitation to join our talent pool following the application process. This allows us to consider you for suitable vacancies in the future as part of our applicant selection. With your consent, we will store your application data in accordance with your consent for a period of 12 months. You can withdraw your consent at any time with effect for the future.

Kekst CNC is part of the **Publicis Groupe**. Within the corporate group, personal data may be transferred or shared when necessary. This applies, for example, if group-wide software is used or if applicant management is handled across the group. The requirements of Articles 6, 26, 28, and, if applicable, 46-49 of the GDPR are observed during data transfers.

Where is the data processed?

The data is processed in data centers both within and outside the European Union.

Your Rights as a Data Subject

You have the right to access the personal data we process about you. If you request information in a non-written form, we ask for your understanding that we may require proof of identity to ensure that you are the person you claim to be.

Furthermore, you have the right to request correction, deletion, or restriction of processing, if you are legally entitled to do so. If you have given consent for further data processing, you also have the right to object to the processing within the framework of legal regulations.

Feel free to contact us to exercise your data subject rights.

Our Data Protection Officer

You can reach our Data Protection Officer at the following address:

Yusuf Tuncay-Eberl, CIPP/E | CISA
Data Privacy Officer and IT Compliance Officer
RE:SOURCES a Division of Publicis Lion GmbH
yusuf.tuncay-eberl@publicisresources.com

Right to Lodge a Complaint

You have the right to file a complaint with a data protection supervisory authority if you believe that the processing of your personal data is unlawful.

Automated Decision-Making and Profiling

No automated decision-making or profiling takes place as part of the application process.

Legal or Contractual Obligation to Provide Data

The provision of personal data is neither legally nor contractually required. However, without providing your data, we will unfortunately be unable to consider you in the application process.