

Data processing in the context of the application process

If you apply for a position with us, we will process your personal data to carry out the application process with you and to ensure optimal staffing within our organization.

Legal basis and purposes of data processing

We process your personal data in the application process on the legal basis of our overriding legitimate interest in conducting an efficient application process (Art. 6 para. 1 lit. f GDPR), as well as based on the necessity to carry out pre-contractual measures (Art. 6 para. 1 lit. b GDPR). If you wish, we will keep your application on file for any similar positions for a certain period with your express consent (Art. 6 para. 1 lit. a GDPR) (see storage period).

Collection of data

The following categories of data are collected during the application process by providing us with this information (for example, by submitting your resume) or by collecting it ourselves (for example, by taking notes during the job interview).

Name including title; date of birth; nationality; gender; address (street, house number, postal code, city, country); telephone number; email address; photo; educational background; resume and work experience; desired employment and start date; language skills; specific job requirements; test results; references; interview notes; salary expectations; application status; correspondence with applicants; assessment of how well the required qualifications are met; assurance of truthful information. You are not obliged to provide us with your personal data.

However, if you do not do so, it will not be possible for us to proceed with the application process with you.

Storage duration

Your data will be kept by us from the time of the conclusion of an unsuccessful application process:

- In Austria 6 months according to § 15 Abs. 1 and 29 GIBG
- In Germany three months according to § 61b Abs. 1 ArbGG in conjunction with § 15 AGG

After this period, we will delete your data.

If your application is successful, we will retain the data collected in connection with the application process for as long as there are legal retention obligations or until any legal claims have not yet expired. Applications that we keep on file with your consent will be deleted after a maximum of 24 months.