
Privacy Notice

Recruitment process



Regarding providing your personal data in order to participate in the recruitment procedure, we inform you that:

1) Your data controller is **Netguru S.A.** with the registered office at Małe Garbary 9 Street, 61-756 in Poznań, entered into the register of entrepreneurs kept by the District Court in Poznań Nowe Miasto and Wilda, 8th Commercial Division of the National Court Register (KRS) under KRS number 0000745671, NIP (tax identification number) 7781454968, which can be contacted via email: hi@netguru.com;

2) You can contact our Data Protection Officer via email address: dpo@netguru.com;

3) Your personal data shall be processed in order to contact and invite you, carry out and decide on the recruitment process conducted for the position you apply for or for the position that we propose to you if you apply for Netguru but not for a specific position - based on art. 6 section 1 point b) of the GDPR i.e. taking the necessary actions at the request of data subject before concluding the contract, in the scope of data indicated in article 221 § 1 of the Labor Code with regard to article 88 of the GDPR and article 6 section 1 point c) of the GDPR and for the data go beyond this catalog on the basis of your consent declared by yourself (article 6 section 1 point a) of the GDPR). If you want to take part in the future recruitment processes, we will process your data on the basis of your consent declared by yourself (article 6 section 1 point a) of the GDPR);

4) For some of our job offers we may require video material from you, including your image. Your personal data in this scope shall be processed in order to carry out and decide on the recruitment process for the position you are applying for, based on consent declared by yourself (article 6 section 1 point a) of the GDPR);

5) We shall process your personal data in order to contact and invite you, carry out and decide on the recruitment process, no longer than it is necessary for protection against claims and only as long as such claims may be made against the employer, for 24 months. During that time we may also contact you and ask you to participate in other future recruitment processes.

6) You have the right to access the content of your data and rectify, remove and limit the processing, and the right to transfer the data;

- 7) In the scope in which your data shall be processed based on the consent you declared, you have the right to withdraw the consent at any moment with no impact on compliance with the processing law which was done based on your agreement before the withdrawal;
- 8) You have the right to file a complaint to a supervisory body if you consider that the processing of your personal data infringes on law regulations;
- 9) Your data is given voluntarily, however, in the scope necessary to participate in the recruitment process;
- 10) Your data shall not be processed in an automatic way;
- 11) Your personal data may be transferred to processors as an order, i.e. partners providing technical services (development and maintenance of IT systems and Internet services);
- 12) Your data may be processed on servers located outside of the country of your residence.
- 13) Your personal data shall be transferred outside the European Economic Area to a third party country, i.e. the USA or UK, to subjects fulfilling a required protection level based on chapter V of the GDPR, article 46.
- 14) In an event of sending data from the EU area to other countries, data processors comply with the law regulations that ensure an analogical level of security to that of the European Union's regulations. Here, you can find up-to-date decisions from the European Commission regarding the adequate level of data protection
(https://ec.europa.eu/info/law/law-topic/data-protection/data-transfers-outside-eu/adequacy-protection-personal-data-non-eu-countries_en#dataprotectionincountriesoutsidetheeu).