

## Job Vacancies Privacy Notice

For the purpose of applicable data protection legislation (including but not limited to Regulation (EU) 2016/679 (the "GDPR")), the company responsible for your personal data acting as a personal data controller is **nDeavour Consulting OOD**, uniform ID code 206176203, having its registered seat and business address at 120D, Simeonovsko shose blvd., fl. 4, Vitosha residential area, Sofia 1700, represented by the Managing Director Anna Dimitrova (the Company, we, us).

### 1. WHAT PERSONAL DATA WE PROCESS?

We process your personal data in relation to your job application and we collect and store your resume and the personal data in it together with your contact details. If you have submitted other documents or information as a reply of the current job offer or during the recruitment process, they will be processed as well.

### 2. WHY WE PROCESS YOUR PERSONAL DATA?

We process these data for recruitment and human resources purposes only. Such purposes include:

- Identification and contact with candidates including feedback for the recruitment process and results;
- Evaluation of candidates and making hiring decisions;
- Documentation of recruitment activities;
- Usage of the information to match other career opportunities with us; and
- Preparation of candidates for employment when a job has been offered and accepted.

If you are hired as our employee, this information may be used for additional employment and business purposes.

If you do not submit your resume and contact information, we cannot review your application and the recruitment process cannot continue.

### 3. DO WE SHARE YOUR DATA?

We do not share your personal data as a job candidate.

Your personal data will not be transferred to a third country outside European Economic Area (EEA).

### 4. HOW LONG WILL WE KEEP YOUR DATA?

We will keep your personal data for not longer than six months after our open role is filled (the moment when our selected candidate accepts the job offer for the position for which you are a candidate). This is only done for purpose of potential further job opportunity corresponding to your profile. After this period your data will be deleted.

### 5. WHAT ARE THE LEGAL BASIS FOR THE PERSONAL DATA PROCESSING?

Our legitimate interest is the lawful basis on which we collect and process your personal data, namely – recruitment of appropriate personnel for our Company. Lawful basis for processing of your data as well is to take steps at your request for entering into an employment contract.

## **6. WHAT ARE YOUR RIGHTS?**

You have the right to request access to your information processed by us, to correct any inaccuracies in your data, under certain circumstances to have the right to request deletion of your data, to restrict or object the processing of your data or to exercise your right of data portability.

Your application and your personal data are not subject to automated decision making, including profiling.

You can exercise your rights by contacting us at [career@mobilewaves.com](mailto:career@mobilewaves.com) and we will give you specific instructions how this could happen.

You have the right to lodge a complaint about the way we handle your personal data with the Bulgarian Personal Data Commission or you can contact us at [career@mobilewaves.com](mailto:career@mobilewaves.com) for more information related to your concerns.

## **7. HOW DO WE PROTECT YOUR PERSONAL DATA?**

We take appropriate measures to ensure that all personal data are kept secure including security measures to prevent personal data from being accidentally lost, used or accessed in an unauthorized way. We limit access to your personal data to those who have a genuine business need to know it. Those processing your information will do so only in an authorized manner and are subject to a duty of confidentiality.

We also have procedures in place to deal with any suspected data security breach. We will notify you and the Personal Data Protection Commission when necessary for any personal data breach.