

Data Protection Policy

Eberspächer Applicant Portal

Introduction

With your application, you are entrusting us with your personal data. It is very important for us and self-evident, to treat personal data and information with strict confidentiality and responsibly in accordance with the applicable statutory data protection regulations. All personal data from your application and all attachments, which you provide on this portal, will only be collected, processed and used by Eberspächer Climate Control Systems GmbH & Co. KG, as the responsible office, and its affiliated companies (Eberspächer Group of companies) for the purpose of application processing, recruiting and hiring. Thank you for your trust.

Purpose

All data, which you enter on our portal are saved and exclusively used within the Eberspächer Group of companies in order to check and assess your application for the job that you have applied for and establish contact with you in this context.

In the event that you have provided your consent to establish contact for further jobs when you registered and have set up a candidate profile, the data provided in this context will be viewable by all Human Resources departments of the Eberspächer Group of companies in consideration of the regional restriction that you have specified. Your consent also includes your data being used so that employees of the Human Resources departments of the Eberspächer Group of companies can inform you about new job advertisements and invite you to apply for these jobs.

Access

Your data will be treated with absolute confidentiality in accordance with the Federal Data Protection Act. Within the context of an application for a specific job, those persons who are dealing with the recruitment of this job will exclusively have access to the data which you have disclosed. Authorised persons are particularly the responsible employees of the Human Resources department, as well as the supervisor/decision-makers of the respective specialist departments. These persons may belong to different companies in the Eberspächer Group of companies.

Unsolicited application

In the event of an unsolicited application, you declare your consent to your data being used to recruit for other vacant jobs in the Eberspächer Group of companies, in consideration of the regional restriction that you have specified. In doing so, it will be ensured that exclusively authorised persons who are dealing with the recruitment of these vacant jobs will have access to your data and may establish contact with you within the context of the application process.

Data Security, Storage & Deletion

For the Eberspächer applicant portal, the Eberspächer Group of companies works together with SAP SuccessFactors. The Eberspächer Group of companies undertakes to comply with all statutory data privacy regulations and take adequate measures to protect your personal data from unauthorised access. The security standard will be continuously adapted to current technological developments. The transfer of the data takes place in an encrypted form.

You are responsible for your data being correct and truthful. You may view and modify your data on our portal at any time and delete your profile. In particular, you may withdraw your application/unsolicited application at any time or revoke your consent regarding the establishment of contact for further jobs. For this, you must log in to our portal and adapt the data in your profile accordingly.

With unsolicited applications for jobs outside of Germany, you declare your consent to the forwarding of your data to our affiliated companies in countries outside of Germany and also outside of the EU. You are aware that a low data privacy level prevails in these countries.

In the event that you have applied for a specific job, but have received a refusal or you withdrew your application, your data will be deleted no later than after the end of 6 months from this point in time. This also applies, if you have deleted your profile. No separate notification will take place about the deletion of data.

In the case that you have provided a candidate profile and would also like to be considered for other job advertisements, we will delete your data no later than after the end of 12 months since your last login on our portal. No separate notification will take place about the deletion of data.

Hiring

In the event of hiring you, we will transfer your data in the applicant portal to the relevant personnel administration system, where it will be saved and processed as employee data.

General Information

The Eberspächer Group of companies endeavours to rectify faults at short notice, but cannot guarantee constant availability of the portal.

We reserve the right to modify the data protection policy and will inform you about it.