



Recruitment

Why do we use your personal data?

Eccera uses your personal data to manage your job application and any potential employment.

What personal data do we process?

We process all personal data necessary for a job application and possible employment, such as your name, street address, postal code, phone number, date of birth, brief records of all communication, and other personal data relevant to the recruitment process.

Who has access to your personal data?

The following roles within Eccera have access to personal data:

- Recruiter
 - Hiring manager
 - Other colleagues/managers involved in the recruitment process
 - Board members who must approve the employment
 - HR manager who approves offers or contracts
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What is the legal basis for processing your personal data?

We rely on the standard agreement, legitimate interest, or your consent as the legal basis for collecting and processing your personal data.

How long do we retain your personal data?

We retain your data for as long as necessary for the purpose for which it was collected, for as long as permitted by law, or until you withdraw your consent.