

We are pleased that you are interested in us and are applying or have applied for a position in our company. We would like to provide you below with information on the processing of your personal data in connection with your application.

Who is responsible for data processing?

The controller in terms of data protection law is

Weizenbaum-Institut e.V.
Hardenbergstr. 32
10623 Berlin
Fon: 0049 (0) 30-700141-018

Our DPO:
Eva Grübel-Hoffmann
data privacy officer
datenschutz[at]weizenbaum-institut.de

You can find further information about our Institute, details of the persons authorized to represent us and also further contact options in our imprint on our website:
<https://www.weizenbaum-institut.de/impressum/>

Purposes and legal bases of the processing of personal data

purpose: We process the data you have sent us in connection with your application in order to assess your suitability for the position (or other open positions in our companies, if applicable) and to carry out the application process.

Legal bases: The primary legal basis for processing your personal data in this application procedure is fulfillment of (pre-)contractual obligations (Art. 6 para. 1 lit. b GDPR in conjunction with § 26 para. 1 BDSG). According to this, the processing of data required in connection with the decision on the establishment of an employment relationship is permissible.

Should the data be required for legal prosecution after the conclusion of the application procedure, if applicable, data processing may be carried out on the basis of the requirements of Art. 6 GDPR, in particular to safeguard legitimate interests pursuant to Art. 6 (1) lit. f) GDPR. Our interest then consists in the assertion or defense of claims.

Recipients or categories of recipients of the personal data

Recipients within the organization:

Your application data will be viewed by the HR department after receipt of your application. Suitable applications are then forwarded internally to the department managers for the

respective open position. The further procedure is then coordinated. In principle, only those persons in the company have access to your data who require this for the proper conduct of our application process.

processors: none

third party: none

Origin and categories of personal data processed

We process personal data that we have received from you.

Relevant personal data are data and information relating to your professional career (e.g. education and training, certificates), performance records and appraisals. It may also include special categories of personal data such as health data.

transfer of personal data to a third country

Your personal data will not be transferred to a third country/international organization.

Automated decision making

In the application process, we generally do not use automated decision-making (including profiling) - in accordance with Art. 22 GDPR.

Should we use this practice in individual cases, we will inform you about this separately, as long as this is required by law.

Period of storage of the personal data

Data of applicants will be deleted after 6 months in case of rejection.

In the event that you have agreed to further storage of your personal data, we will transfer your data to our applicant pool. There, the data will be deleted after two years.

If you are awarded a position during the application process, your data will be transferred from the applicant data system to our HR information system.

Your application data will be viewed by the HR department after receipt of your application. Suitable applications are then forwarded internally to the department managers for the respective open position. The further procedure is then coordinated. In principle, only those persons in the company have access to your data who require this for the proper conduct of our application process.

data subject rights

Under the General Data Protection Regulation (GDPR) of the EU in conjunction with §23 -25 BlnDSG you have the right to information:

to access (Art.15 GDPR),

rectification, (Art.16 GDPR),

erasure (Art.17 GDPR),

restriction of processing (Art.18 GDPR),

data portability (Art.20 GDPR) and

to object to the processing of your data (Art.21 GDPR).

With regard to the right to information and the right of deletion, the restrictions according to §§ 34 and 35 BDSG apply.

In addition, there is a right of appeal to a data protection supervisory authority (Art. 13 para. 2 lit. d in conjunction with Art. 14 para. 2 lit. Art. 14 para. 2 lit. D GDPR, Art. 77 GDPR in conjunction with. § sec. 19 BDSG).

The text of the GDPR can be found on the Internet at <https://gdpr-info.eu/> and the text of the BDSG at <https://dsgvo-gesetz.de/bdsg/>

Obligation to provide data

There is no obligation to provide data as part of the application process. Of course, we can only include the data that we have received from you in the decision-making process.