

The processing of Personal Data in the recruitment process at Roblon A/S

Vacant positions. We look forward to receiving your application. To protect your personal data, we ONLY receive applications at the following mail: hr@roblon.com. We note that we only want to receive information about you that is relevant and necessary in relation to your application. We process your application in the recruitment process regarding the job that you have applied for. If we do not end up hiring you, we will delete your information within 6 months. You can contact us at any time and ask us to delete your information.

Unsolicited applications. We are always interested in getting in touch with relevant candidates, and we are happy to receive unsolicited applications. To protect your personal data, we ONLY receive applications at the following mail: hr@roblon.com. We note that we only want to receive information about you relevant and necessary in relation to your application. We use your unsolicited application to screen you as a candidate for a job at Roblon A/S. If we do not end up hiring you, we will delete your information within 6 months. You can contact us at any time and ask us to delete your information.

Personal data will be treated confidentially and for the sole purpose of evaluating and contacting applicants who are interested in a position at Roblon A / S.

Read more about the processing of personal data in the recruitment process at Roblon A / S below:

Processing of personal data in the recruitment process

The purpose of collecting personal data about you in the recruitment process is to assess whether you are a qualified candidate for a vacant job at Roblon A / S. When you apply for a position with us, we receive and process several personal data about you. As data controller we are responsible for the personal data that we process about you.

You can contact us at Roblon A/S, Fabriksvej 7, 9900 Frederikshavn, Denmark. Phone: + 45 96 20 33 00

In relation to the recruitment process, we process common personal information about you. Below you can read more about what information we process about you when you apply for a job with us.

When we receive your application

In the recruitment process it is the personal data contained in your application, CV and other documents that are registered and processed.

It will typically be the following information: Name, Address, Date of Birth, Sex, Phone Number, Email Address, Marital Status, Education and Career History.

We apply the nature of The General Data Protection Regulation art. 6 (1) (b) as a legal basis as it concerns personal data that you have provided for recruitment purposes.

We store the submitted information in the form you have provided them in. The information is only available to HR and the manager / employees who participate in the recruitment process.

We review the application

We specifically assess the qualifications of each candidate in relation to the vacancy. Once we have read the applications, we select candidates for employment interviews. The candidates who have not been selected for an interview are notified of this.

Once we have selected you for an interview

During the employment interviews, we will receive additional information about you, which we store for use in the further recruitment process.

We apply the nature of The General Data Protection Regulation 6 (1) (b) as a legal basis as it concerns personal data that you have provided for recruitment purposes.

Information from social media

During the recruitment process it may be relevant that we do searches on social media, e.g. LinkedIn and Facebook.

We apply the balance of interest rules in The General Data Protection Regulation 6 (1) (f) as a legal basis for obtaining information about candidates from social media when relevant. We do this to assess whether you have a profile that fits the company and the specific position that you have applied for.

Information from personality test

For some positions we might ask you to participate in a personality test. We always assess whether it is relevant to the position in question. The purpose of the test is to evaluate your skills and qualifications as a potential employee and to assess whether your profile fits the company and the specific position.

We use your consent pursuant to Article 6 (1) (a) of The General Data Protection Regulation as the legal basis for processing this information and you will therefore be asked to give your consent before the test is conducted. You can withdraw your consent at any time. You can do this by contacting us at the contact details above. If you withdraw your consent, it will only take effect from the time that you have asked to withdraw your consent. Therefore, it does not affect the legality of our processing of the information until you withdraw your consent.

Information from previous employer

In some positions it is necessary to obtain references from previous employers. If we retrieve references from one or more of your previous employers, we'll store the information we receive.

We use your consent pursuant to Article 6 (1) (a) of The General Data Protection Regulation as the legal basis for processing this information and you will therefore be asked to give your consent before we contact one or more of your previous employers. You can withdraw your consent at any time. You can do this by contacting us at the contact details above. If you withdraw your consent, it will only take effect from the time that you have asked to withdraw your consent. Therefore, it does not affect the legality of our processing of the information until you withdraw your consent.

Storage and deletion of personal data

If we do not end up hiring you, we will delete the information we have registered about you within 6 months. However, we will delete the result of e.g. a personality test immediately after we have given you an answer.

If you are hired, we will store the information that has been part of the recruitment process in your staff folder.

Storage of application for future recruitment

In some situations, we would like to save your application for possible future recruitment. If we want to save your application, we will ask for your consent.

Other recipients who can process your information

During the recruitment process there are others who may receive your personal information. These may be public authorities or providers that provide systems and assist with administrative functions, such as:

- a recruitment agency
- a provider of personality test
- Public authorities in relation to establishment of flex job and corresponding schemes.

Your rights

According to The General Data Protection Regulation you have rights. You can read more about your rights at www.datatilsynet.dk

If you want to use your rights, please contact us.

Complaints

You have the possibility to complain about our processing of your personal data to Datatilsynet. You will find contact information on Datatilsynet's website www.datatilsynet.dk.