

Privacy statement BuildingCareers

BuildingCareers processes personal data of candidates with great care and strictly confidential, in accordance with the General Regulation Data Protection Act (AVG).

1. Your data can only be accessed by BuildingCareers consultants.
2. Without your express consent, neither your CV nor any other information will be provided to our clients.
3. We will never use your data for activities other than our own recruitment and selection activities.

Who are we?

BuildingCareers BV is located in Zaandam, Westzijde 81, 1506 ED and is responsible for the data processing. Responsible within the meaning of the Law Personal Data Protection Act.

BuildingCareers is a 100% subsidiary of Ingenieurs BuildingCareers Companies.

BuildingCareers does not use cookies. We do keep statistics via Google Analytics. statistics. We do this to see how many and how visitors use our website. This information helps us to improve the site.

When do we collect your personal data?

From the moment you fill in or leave your details on our website, or otherwise register otherwise (e.g. by e-mail) or to make use of our services, we collect your personal data.

We may also collect information from you if you have posted it on public resources that might indicate that you would be interested in work-related services. In that case, we will approach you to see if you are interested in enrolling with us in accordance with our terms and conditions and subject to this Privacy Statement.

Why do we collect your personal data?

We collect and process your data for your career perspective and the performance of our recruitment and selection activities.

BuildingCareers is committed to following you as an engineer and professional throughout your career and to provide you with tailored career opportunities that give your career perspective. offer. We strive to provide you with career advice and - mediation.

More specifically, your personal data will be processed and stored in order to

1. provide you with offers and/or information on services and other activities and to better tailor them to your needs and qualities, this is done by our consultants.
2. approach you for career-related offers, newsletters and activities that may be of interest to you, only if you have opted in. (opt-in).
3. assess your suitability and availability in connection with mediation to permanent or temporary work or an assignment, which may include test results and reference checks.
4. establish and maintain an employee- or intermediary relationship with you and to carry out the relevant administration.
5. fulfil our reintegration obligations and to comply with (the government-imposed purpose of) helping persons with a large(er) distance to the labour market find employment.
6. record an assignment with the client and to maintain and fulfil the agreement with the client.
7. for the purpose of processing data for our clients in the context of a pre-employment screening (in which case you will be informed about the process in advance).
8. promote your personal development and employability, including training, education and testing.
9. for management purposes including management information, the provision of internal controls and corporate security and conducting audits (by accredited external bodies) and auditing.
10. quality purposes such as certification.
11. to apply for subsidies, premium discounts, etc.

12. if we have entered into an employee or agency relationship with you, for compliance with laws and regulations, including but not limited to identification, labour laws, tax and social security legislation, combating fraud and national and international sanctions laws.

What personal data do we collect from you?

We process the personal data necessary to provide our services. Additional information may be desirable to better tailor services to your needs and qualities or to meet more specific requests or obligations from clients. You are responsible for the accuracy and relevance of the information you provide.

These include the following documents containing personal data:

At registration:

- name and address, e-mail address and other contact information.
- birth data, age, gender
- curriculum vitae (CV), information about education, internships and work experience
- data about training and education and/or tests you have followed or taken
- data about availability and leave
- other data that may be important in the context of assessing the suitability of the candidate, for example, references and certificates
- passport photograph and video (introduction) - on a voluntary basis
- in addition, we sometimes process data on behalf of our clients as part of a pre-employment screening. In that case, you will be informed in advance about the process and the personal data to be requested.

BuildingCareers only records special personal data if this is necessary to fulfil its legal obligations, to the extent consent has been given, or if otherwise permitted by or under the law. By 'special personal data' means data about race, religion or belief, political affiliation, health, sexual life, trade union membership, criminal data and/or personal data about unlawful or annoying behaviour.

With whom may we share your personal data?

BuildingCareers may share your personal data with other entities of BuildingCareers Companies., its clients, subcontractors (e.g. data processors) who provide services or execute orders on its behalf, suppliers, government agencies and other business associates. In all other cases in which we may be required to do so, such as by a court order or a court verdict.

Your personal data may be transferred outside the Netherlands. BuildingCareers has taken the necessary measures to ensure that the transferred personal data are adequately protected.

How long do we keep your personal data?

The retention periods we use depend on applicable and legal retention periods.

- If you have not (yet) worked through BuildingCareers

Your mediation data (CV, work experience, education, test results, etc.) are available up to seven years after the last contact. You will receive a message from us that you are registered with us both two years after the last contact and seven years after the last contact.

If you no longer wish to be mediated, you can let us know via that message. U will no longer be contacted and mediated by BuildingCareers. Your personal data will still be available for three calendar months in a protected environment. In this protected environment, your data is only available to BuildingCareers under strict conditions in accordance with the purposes and deadlines set for it. After expiration of said terms, your data will be permanently deleted.

- If you work or have worked through BuildingCareers

Your personal data will be available for up to seven years after mediation. We use your data for static purposes. You will receive by the end of this period a message from us that you are registered with us.

Certain personal data is for purposes such as claims, audits and tax obligations longer available to BuildingCareers.

If you no longer wish to be mediated, please indicate this at info@buildingcareers.nl. You will no longer be contacted and mediated by BuildingCareers from our database. In that case, your personal data will be archived in a protected environment. Your personal data will then only be available to BuildingCareers under strict conditions in accordance with the applicable purposes and deadlines.

After deregistration

If you have deregistered, we can no longer verify whether we have previously worked with you before. We may still approach you again from another public data source to probe you for career opportunities.

Personal data of business associates.

Business contacts are the contact information of employees of clients, suppliers, vendors, referees and any other entity with whom we have a business relationship.

BuildingCareers processes the personal data of data subjects who work for companies with whom we do business (1) for making offers for and/or providing information about services and other activities and (2) to maintain a business relationship and (3) to enter into and maintain an assignment agreement.

Among other things, we process the following personal data of business contacts:

- names, contact information and functions of contact persons.

BuildingCareers may transfer personal data obtained from its business relations forward if this is necessary to achieve the objectives of the business relationship or for the purpose of mediation. This data may be passed on to other BuildingCareers entities, to applicants or candidates, business partners and subcontractors (e.g. data processors) providing services on its behalf and in all other cases in which BuildingCareers may be required to do so, e.g. by court order or court verdict.

This data may be disclosed to other BuildingCareers entities, job applicants or candidates, business partners and subcontractors (e.g., data processors) providing services on its behalf and in all other cases in which BuildingCareers may be required to do so, e.g. by court order or court verdict. Personal data can be transferred outside the Netherlands. BuildingCareers has taken the necessary measures to ensure that all transmitted personal data are adequately protected.

Your rights

access and/or change data

For candidates, flex workers, freelancers and business relations:

If you wish to inspect your total personal data processing and/or wish to change or remove data that you cannot change yourself, please contact your contact person at BuildingCareers.

For other relations:

You have the right to inspect and amend the personal data registered about you. U please contact your contact person at BuildingCareers.

Security

BuildingCareers makes every effort to optimally secure your personal data against unlawful use. We do this by means of physical, administrative, organizational and technical measures. Only authorized employees have access to the data. If and to the extent that data is provided to given processors who provide services or execute orders on its behalf, it is BuildingCareers has agreed with them that they will also optimally secure.

Questions, comments, complaints or suspicion of a data breach

If you have any questions, comments or complaints about the protection of your personal data by BuildingCareers, please contact us in writing or by e-mail at info@buildingcareers.nl. You can also reach us by phone at telephone number 088 102 05 00.

If there is a suspicion of a data breach, we request that you immediately report it via the above contact details.

Changes

BuildingCareers may from time to time for various reasons make changes, additions or changes to its Privacy Statement. The most current Privacy Statement can be viewed on BuildingCareers' website at any time.

This version was prepared in February 2022.