

Job Applicant Privacy Policy

Introduction

Plesk appreciates your interest in working with us and your visit to this website.

At Plesk, we recognize the importance of protecting your personal information and are committed to processing it responsibly and in compliance with applicable data protection laws in all countries in which Plesk operates.

In order to allow Plesk to internally process the information contained in your application, the General Data Protection Regulation (GDPR) requires Plesk to receive and document your express consent.

That is why we are asking you to accept the processing of your application information internally by Plesk for the sole purpose of application management prior to uploading your application. Such consent refers to this Job Applicant Privacy Policy to give you more information about how your data is being processed within the Plesk group of companies and what rights you have in respect to your data. Please find a list of the Plesk entities involved below.

Purpose of processing your data

For the purpose of recruiting, Plesk receives applications that contain personally identifiable information (PII). Plesk will use this data to evaluate competencies and skills of candidates for the sole purpose of recruiting processes and finding the right person for open positions.

Plesk will treat your data as confidential in accordance with the applicable data privacy law (GDPR).

What kind of personal data is processed

By definition, Personally Identifiable Information is any information that can be used on its own or with other information to identify, contact, or locate a single person, or to identify an individual in context.

Plesk collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number
- details of your qualifications, skills, experience and employment history
- information about your current level of remuneration, including benefit entitlements

- whether or not you have a disability for which the organization needs to make reasonable adjustments during the recruitment process; and
- information about your entitlement to work in Germany or other Plesk locations

For the sole purpose of application management, Plesk may process your information in different ways. For example, data might be contained in the application form, your CV or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

Who has access to my data

The recruitment process within Plesk takes place in collaboration between Human Resources, Managers, Team Leaders of departments and other members of the hiring team. Plesk does not forward any PII to third parties without your express permission, unless bindingly and mandatorily required by applicable laws or prosecution authorities. However, depending on the specific position, Plesk may be required to make your data available to employees of Plesk, located outside the EEA. Please find more information in the corresponding section hereinbelow.

Providing data and withdrawal

You have the absolute discretion about what kind of data you want to provide to Plesk and how this data may be processed. At any time during the process, you may withdraw your application or your consent in the processing of your data. In case of withdrawal, your application will no longer be considered for the position and your data will be deleted in accordance with GDPR.

Data storage and deletion

Your data will be only stored and processed for the sole purpose of recruiting. When your PII is no longer needed to serve this purpose, which means once you received a rejection or once we have placed the open position, we will delete all your data within a legally compliant timeframe in accordance to the requirements of GDPR.

If you start a job at Plesk, your data will be transferred to your personnel file, respectively.

Right to information, correction and deletion

At every time you have the right to get information about your personal data stored by Plesk, its origin, the recipient, as well as the purpose of its processing. Furthermore, you may at any time request a correction or deletion of your data.

Who can I contact

If you have a data privacy-related question, please contact us via email or postal mail. Your message will be forwarded to the appropriate member of the Plesk Data Privacy Team, such as the Data Protection Officer or members of the respective teams involved.

Contact address:

privacy@plesk.com

Plesk GmbH
Hohenzollernring 72
50672 Köln

List of legal entities

Depending on the position, the following legal entities of the Plesk group of companies may be involved in the processing of your information for the purpose of recruiting:

Plesk International GmbH (Switzerland), Plesk GmbH (Germany), Plesk Technologies SLU (Spain), Plesk CA Software Ltd. (Canada), Plesk RU LLC.(Russia), Plesk KK (Japan), Xovi GmbH (Germany), any subsidiaries of such entities as well as any further subsidiaries of WebPros Bidco B.V., WebPros Midco B.V. or WebPros Holdco B.V..

Cross-border disclosure of data

Plesk will only disclose your information abroad if it is necessary for the intended purpose. All recipients of information are asked to agree by contract that they will observe the then-current internationally-accepted data protection regulations and the internal Plesk Data Protection Policy at all times. In general, it is Plesk's primary data-protection goal to limit cross-border exchange of information to an absolute minimum. In the event data needs to be processed across borders, such processing will be covered by internationally-accepted safeguards, such as EU Standard Contractual Clauses, always in connection with the general Plesk Data Protection Policy, available at www.plesk.com.

Updates to our privacy policy

Plesk reserves the right to update this Privacy Policy from time to time. Plesk will provide a short summary of changes and latest revision date at the end of the document and encourages you to review this policy from time to time.

Privacy Policy revision and change log

This Privacy Policy has version 1.01 and was last updated on 2018-05-14.