

Privacy Notice for Recruitment

At Hanken, the protection of your personal data and privacy, as well as the responsible processing of your data, is of utmost priority.

This page describes the processing of personal data in connection with recruitment at Hanken. A general description of personal data processing at Hanken can be found [here](#).

1. Data Controller and Contact Information

Data Controller: Hanken School of Economics (hereafter: Hanken)

Contact Information of the Data Controller: P.O. Box 479, 00101 Helsinki, Phone: +358 (0)29 431 331

Contact person for data processing inquiries: Jenny Elander, jenny.elander@hanken.fi

Contact Information for DPO: dpo@hanken.fi

2. Why Does Hanken Process Your Personal Data?

Hanken processes your personal data for the following purposes:

- Managing applications and assessing candidate suitability in connection with recruitment
- Communication with applicants
- Statistical purposes and reporting

3. What is the Legal Basis for Hanken's Processing of Your Personal Data?

The processing of personal data is primarily based on Articles 6.1(a) (consent), 6.1(b) (performance of contract), 6.1(f) (legitimate interest), and 6.1(c) (legal obligation) of the GDPR.

The processing of special categories of personal data is based on consent (Article 9.2(a) of the GDPR) or the implementation of employment law provisions (Article 9.2(b) of the GDPR).

4. What Personal Data is Collected and Processed at Hanken?

Hanken only processes personal data necessary for the specific purpose for which it is collected. The personal data collected includes:

- Personal details (name, gender, date of birth, nationality) *
- Contact details (email address, phone number)
- Educational background
- Work experience
- Language skills, IT skills, publications, and other competencies relevant to the position
- Application attachments
- Any other personal data provided by the applicant

*May include special categories of personal data.

Your personal data is only processed by individuals employed by Hanken or working on its behalf, who have the right to process the data. Only those for whom the processing is necessary for their work responsibilities will process the data.

5. How Does Hanken Collect Your Personal Data?

Data is collected from the following sources:

- Directly from you
- From external sources (with your consent)

6. To Whom May Hanken Disclose Your Personal Data?

Hanken uses the recruitment system Laura, which acts as a data processor.

In recruitment processes involving external experts or consultants, personal data may be disclosed to these parties.

7. Transfer of your Personal Data to Third Countries

In recruitment processes involving external experts, personal data may in certain cases be processed outside the EU/EEA. In other cases, processing takes place within the EU/EEA. Hanken regularly reviews personal data transfers.

8. How Long Is Your Personal Data Stored?

Your personal data is stored in the recruitment system Laura for up to three years. However, profiles can be deleted by the user at any time.

9. Your rights under the GDPR

9.1. Right of Access and Right to Rectification of Personal Data

In accordance with the GDPR, you have the right to know what personal data Hanken processes about you. You also have the right to have inaccurate personal data rectified, without undue delay. If your personal data is incomplete, you have the right to have data completed, with regards to the purpose of the processing.

9.2. Right to Erasure and Withdrawal of Consent

You have the right to request the erasure of your personal data if it is no longer needed for the purpose for which it was collected or processed. However, this right does not apply if the processing is necessary for:

- Compliance with a legal obligation,
- The performance of a task carried out in the public interest or in the exercise of official authority vested in the controller,
- The establishment, exercise, or defence of legal claims, or
- Exercising the right of freedom of expression and information.

If the processing of your personal data is based on consent, you have the right to withdraw your consent. If there is no longer a legal basis for processing after withdrawal, your personal data will be deleted.

9.3. Right to Restriction of Processing

You have the right to request the restriction of the processing of your personal data in certain situations. This applies if:

- You contest the accuracy of the personal data – during the period required to verify the data,
- The processing is unlawful, and you oppose the erasure of the personal data and instead request the restriction of its use, or
- Hanken no longer needs the personal data for the original purpose, but you need them to establish, exercise, or defend legal claims.

9.4. Right to Data Portability

You have the right to receive your personal data that you have provided to Hanken or to have your personal data transmitted to another controller in certain cases.

9.5. Right to Object to Processing

You have the right to object to the processing of your personal data if the processing is based on a public or legitimate interest.

9.6. Right Not to be Subject to Automated Decision-making

You have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning you or similarly significantly affects you.

10. Exercising Your Rights

To exercise your rights under the GDPR, you may contact Hanken's Data Protection Officer by email at: dpo@hanken.fi.

If you believe that the processing of your personal data violates the provisions of the GDPR, you have the right to file a complaint with the [Office of the Data Protection Ombudsman](#).

11. Right to be Informed of a Personal Data Breach

If a personal data breach occurs that is likely to result in a high risk to your rights and freedoms, Hanken, as the data controller, is obliged to inform you of the incident without undue delay.