

Privacy Policy

Last Updated: 12-11-2024

1. Introduction

Welcome to Sharks Job Solutions (“we”, “our”, “us”). We are committed to protecting the privacy and security of the personal information of our users (“candidates” and “employers”) on our platform. This Privacy Policy outlines how we collect, use, disclose, and protect your personal data when you use our services to match candidates with employers and staffing agencies in the Netherlands.

By using our platform, you agree to the terms of this Privacy Policy.

2. Personal Data We Collect

We collect the following personal data to provide our services effectively:

- **For Candidates:**
 - Identification details (e.g., full name, date of birth, nationality)
 - Contact information (e.g., phone number, email address)
 - Professional information (e.g., CV, work experience, skills, certifications, languages spoken)
 - Job preferences (e.g., desired position, location, working hours, salary expectations)
 - Other data that may assist in finding suitable job placements
- **For Employers and Staffing Agencies:**
 - Company name and representative contact details
 - Information about job vacancies, required skills, and job conditions
 - Any other information provided for recruitment purposes

3. How We Use Your Personal Data

We use your personal data for the following purposes:

- **Matching Candidates with Job Opportunities:** We process candidates’ personal information to identify job opportunities that align with their skills, experience, and preferences.
- **Communication:** To communicate with candidates and employers regarding potential matches, job offers, and updates on the recruitment process.
- **Service Improvement:** To analyze and improve our services and enhance user experience.
- **Legal Compliance:** To comply with any applicable legal obligations, regulations, or requirements.

4. Legal Basis for Processing

We process personal data based on one or more of the following legal grounds:

- **Consent:** By providing your personal data to us, you consent to its use for the purposes outlined in this Privacy Policy.
- **Performance of a Contract:** Processing is necessary for fulfilling our contractual obligations with candidates and employers.
- **Legitimate Interests:** For activities necessary to provide and improve our recruitment services, unless overridden by your data protection rights.

5. How We Share Your Personal Data

We may share candidates' personal data with:

- Employers and staffing agencies actively seeking candidates with relevant qualifications.
- Third-party service providers assisting us with the delivery of our services, provided they maintain adequate data protection standards.
- Governmental authorities if required by law or regulation.

We do not sell or rent your personal data to third parties.

6. Data Retention

We retain personal data for as long as necessary to fulfill the purposes outlined in this policy or as required by law. Candidates can request deletion of their data once they no longer wish to use our services.

7. Data Security

We take reasonable precautions to safeguard your personal data from unauthorized access, alteration, or disclosure. Our platform employs encryption and other security measures to protect data.

8. Your Data Protection Rights

Under the GDPR, you have the right to:

- **Access:** Request access to your personal data and receive a copy.
- **Correction:** Request correction of inaccurate or incomplete data.
- **Deletion:** Request deletion of your data under certain conditions.
- **Restriction:** Request a restriction on the processing of your personal data.
- **Objection:** Object to the processing of your personal data under specific circumstances.
- **Data Portability:** Request to transfer your personal data to another service provider.

If you wish to exercise any of these rights, please contact us at **info@sharksjobsolutions.com**.

9. Updates to this Privacy Policy

We may update this Privacy Policy periodically. Changes will be posted on this page, and the “Last Updated” date will reflect the latest revision.

10. Contact Us

If you have questions or concerns about this Privacy Policy or our data practices, please contact us at:

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