

Privacy Statement eRecruiting Tool BOSCH Group

BOSCH Group (BOSCH) appreciates your interest in working with us and your visit to this website. This eRecruiting Webpage and the eRecruiting system itself is in responsibility of:

Robert Bosch GmbH
Postfach 10 60 50
D-70049 Stuttgart
Germany

By accepting our Privacy Statement eRecruiting you agree that the data you submit may be stored and processed by all legal entities of the worldwide BOSCH for recruitment, staffing and employment purposes. The intended purposes (Application, Profile Release and Hiring) are explained below.

Use and Disclosure of Personal Data and Purpose Specification

BOSCH will use your personal data entered by you on the website for the sole purpose of staffing processes only. BOSCH will treat your data as confidential worldwide in accordance with the applicable data privacy laws.

The recruiting process within the BOSCH takes place in collaboration between Human Resources and the Manager of the user departments. These Managers as well as the Bosch HR associates may belong to different companies within the BOSCH, so your data can be transferred within the worldwide Bosch Group.

Your profile data details will only be disclosed to third parties (e. g. agencies) outside BOSCH when this is part of our local recruiting process. In this case you will be informed on the local website. These agencies were selected carefully and confidentiality is assured through contracts and regular audits.

Your data will only be supplied to government institutions where required by law.

BOSCH uses security measures in order to protect the data we have under our control against manipulation, loss, destruction, access by unauthorized persons or against unauthorized disclosure. Our security procedures are continually enhanced as new technology becomes available. The data transfer between your local browser and our eRecruiting system is encrypted via https.

1. Application for a specific position

You have the possibility to apply only for a specific position. This restriction can be activated if you demark the field "I would like to be considered for other open jobs" when you send an application. Then your profile is locked. Your data will be accessed only by associates related to this position and processed only in connection with this position.

You are responsible for ensuring that the provided data are correct and true. You can view, update and delete your data at any time.

You can withdraw your application at any time if you are not longer interested in the open position. Your data will be deleted in accordance with the applicable laws once the application process ends or if you withdraw your application. If you do not update your profile within a period of 6 months, BOSCH may send you an e-mail to ask you to update your profile. If you do not update your profile by the given deadline, your profile and all of the data it contains will be deleted.

2. Release of candidate profile

If you release your candidate profile in our eRecruiting system then you open the candidate profile for all Recruiters of BOSCH. With releasing your profile, you agree to associates of BOSCH contacting you for HR staffing purposes. The provided data and documents will then be used within BOSCH for searching for suitable candidates.

Apart from you, authorized associates from Human Resource department have access to your data. If there is an open position within BOSCH and it matches your profile, they may forward your data to the responsible Managers.

If, at a specific time, you no longer wish to be contacted, you can lock your profile again that you will not be found in our applicant pool. Of course, you can also delete your registration at any time.

It is our goal to provide you with the best opportunities within BOSCH. Therefore we encourage you to regularly update your application details held on this system. In providing your contact data, you agree that BOSCH may contact you for Recruiting purposes.

3. Hiring

In case of hiring a candidate BOSCH will request further data for the hiring process by the appearance of an additional link in the candidate profile. These data will be transferred from the eRecruiting system to the country specific HR Administration system. Data will be stored and processed in the HR Administration system. After the transfer these data will not longer be available in the eRecruiting system.

General Information

The general Privacy Statement of BOSCH is also valid for this system.