

Privacy Notice for Applicants

We place great importance on protecting your personal data during the application process. We process, collect and use your personal data only in accordance with the applicable legal provisions.

The following information pursuant to Art. 13 et seq. GDPR and § 32 BDSG regarding data protection fulfills the obligation to provide information when collecting personal data from data subjects in the context of the application process.

1. Name and contact details of the controller

CIM med GmbH
Margot-Kalinke-Str. 9
Euro-Industriepark
80939 Munich / Germany
Phone: +49 89. 978 94 08-00
Email: info@cim-med.com

(hereinafter referred to as „CIM med“, „we“, or „us“).

2. Contact details of the data protection officer

Holzhofer Consulting GmbH
Martin Holzhofer
Lochhamer Str. 31
82152 Planegg / Germany
Phone: +49 89. 1 25 01 56-00
Email: dsb-cim-med@holzhofer-consulting.de

3. Purposes of processing personal data and legal basis for processing

In order to carry out the application process, we – as well as third parties commissioned by us or data processors – process the following data about you, provided that you have supplied this information to us during the application process or in the course of a contractual relationship:

- Desired position
- Professional qualification
- Personal details (title, first name, surname, address, telephone number, date of birth, email address, mobile number)
- Nationality
- If applicable, information on driver's license and/or vehicle
- Information on desired working hours
- Desired starting date
- Salary expectations
- Application photo
- Further information in the CV, employment references, certificates for assessing qualifications

The legal basis is Art. 6(1)(b) GDPR. According to this provision, processing is necessary for establishing an employment relationship and therefore for carrying out pre-contractual measures for the conclusion of an employment contract.

4. Obligation to provide personal data

Providing the personal data listed in Section 3 is necessary in order to carry out the application process at CIM med. Failure to provide this data would mean that the application process cannot be carried out.

5. Automated decision-making including profiling

CIM med does not carry out automated individual decision-making, including profiling, pursuant to Art. 22(1) and (4) GDPR.

6. Data transfer to a third country

Data transfers to countries outside the EU and the European Economic Area („third countries“) generally take place only on the basis of:

- an adequacy decision by the European Commission pursuant to Art. 45 GDPR
- an approved certification mechanism pursuant to Art. 42 GDPR together with legally binding and enforceable obligations of the controller or processor in the third country
- standard data protection clauses adopted by the Commission in accordance with the examination procedure pursuant to Art. 93(2) GDPR

Currently, no data transfers to third countries take place in connection with the application process.

7. Recipients of data and data sources

7.1. Categories of data recipients

We would like to inform you that your personal data is generally accessible only to the HR department at CIM med and to those departments responsible for filling the position.

Where legally permissible, we also share personal data with external parties:

- Lawyers in the event of (employment) legal advice
- Courts

For the processing of personal data for the purposes stated above, we use the following categories of recipients as processors within the meaning of Art. 28 GDPR:

- Service providers for the operation of the email server
- Telecommunications service providers for operating our telephone system

These service providers process information about you on our behalf and based on our instructions and are contractually obligated under Art. 28 GDPR to comply with the applicable data protection laws.

All personal data collected by us is processed and used solely for the purpose of carrying out the application process. Otherwise, your personal data will only be disclosed or transferred to third parties insofar as this is necessary for the purposes described here or if you have previously given your explicit consent. You have the right to withdraw your consent at any time with effect for the future.

Your data will also be disclosed if we are legally obliged to do so.

7.2. Data sources

We process exclusively personal data that we have received from you in the course of the application process.

8. Storage Period and Criteria for Determining the Duration

In the case of an application, personal data is generally stored for the duration of the application process. In addition, personal data may also be stored for the duration of the assertion or defense of legal claims.

Documents from rejected applicants may be retained for up to six months on the basis of the German General Equal Treatment Act (AGG) and the German Code of Civil Procedure (ZPO). Currently, in the event of a rejection, we delete the personal data you provided to us as part of your application immediately in a data protection-compliant manner on the day our rejection is sent.

If you receive an offer, your personal data will continue to be processed within the framework of the employment relationship.

9. Information on your rights as a data subject

Unless otherwise stated, CIM med GmbH is responsible for the processing of your data.

You may request information (Art. 15 GDPR) at any time about the data stored about you and request correction (Art. 16 GDPR) in the event of errors. You may also request restriction of processing (Art. 18 GDPR), data portability (Art. 20 GDPR) of the data you have provided to us in a machine-readable format, or deletion of your data (Art. 17 GDPR) – insofar as it is no longer required.

You also have the right at any time to object to the use of your data that is based on public or legitimate interests (Art. 21 GDPR).

If we process your data on the basis of your consent, you may withdraw this consent at any time with effect for the future (Art. 7(3) GDPR). From the time we receive your withdrawal, we will no longer process your data for the purposes specified in the consent.

If you wish to exercise your rights as a data subject, please send your request by email to manfred.rosa@cim-med.com or by post to:

CIM med GmbH
Margot-Kalinke-Str. 9
Euro-Industriepark
80939 Munich / Germany

10. Right to lodge a complaint with a supervisory authority

In addition, pursuant to Art. 77(1) GDPR, you have the right to lodge a complaint with a supervisory authority. Further information can be obtained from the supervisory authority responsible for your location.

The authority responsible for us is:

Bayerische Landesamt für Datenschutzaufsicht, Promenade 18, 91522 Ansbach / Germany, Postfach 1349, 91504 Ansbach / Germany, Email: poststelle@lda.bayern.de, Phone: +49 (0) 981 180093-0.
Alternatively, you may contact the supervisory authority responsible for your place of residence.

For reasons of readability, the masculine form has been used in the personal designations above; however, the information applies to persons of all genders.

Status: February 2026