

Updated on 02/10/2025

DATA SUBJECTS: Candidates to be considered for employment

DATA COLLECTION

Data is collected by the data subjects sending information about their professional experience via the website. To facilitate the collection process, we invite data subjects to send the information by attaching their complete electronic CV in European format (if a photograph of the data subject is sent, please note that the image will not be used in any way). The CV sent must contain only common data, which will be processed within the limits strictly relevant to the obligations, tasks and purposes indicated below. Please note that, unless strictly necessary, please do not provide any special categories of data (e.g. health status, racial and/or ethnic origin, trade union membership, religious beliefs).

PA SPA, as the Data Controller of your personal data pursuant to and for the purposes of Articles 13 and 14 of European Regulation 2016/679, hereby informs you that the aforementioned legislation provides for the protection of data subjects with regard to the processing of personal data and that such processing will be based on principles of correctness, lawfulness and transparency and the protection of your privacy and rights. The information and personal data you provide or otherwise acquire in the context of using the website will be processed in accordance with the provisions of the above-mentioned legislation and the confidentiality obligations set out therein

PURPOSE OF THE PROCESSING

In particular, your data (name, gender, telephone number, e-mail address, country, application) will be processed for purposes related to the fulfilment of obligations regarding the possible 'establishment of a new employment relationship'. The legal basis for the processing is Article 6.1.b) of the GDPR.

METHOD OF PROCESSING

Your personal data will be processed manually, electronically and/or telematically and through the use of cookies (as indicated in the [cookie policy](#) available on the website).

Commentato [DV1]: link a cookie policy

All processing is carried out in accordance with the methods indicated in Articles 6 and 32 of the GDPR, with the adoption of the security measures provided for.

COMMUNICATION

Your data will be processed by personnel duly appointed by the Data Controller and, in particular, by the following categories of persons authorised to process personal data:

General Management and Personnel Management

Your personal data will be communicated to third parties and will be communicated externally to companies acting as independent Data Controllers or Data Processors necessary for the proper management of the employment relationship, with a guarantee of protection of the rights of the data subject (e.g. external parties necessary for the performance of the existing relationship, such as companies providing hardware, software or cloud assistance services). The complete list can be requested by writing to the Data Controller's contact details.

DISSEMINATION

Your personal data will not be disseminated.

STORAGE PERIOD

Please note that, in accordance with the principles of lawfulness, purpose limitation and data minimisation, pursuant to Article 5 of the GDPR, the storage period for your personal data is set at 2 years from the date of receipt.

TRANSFER

For technical and/or organisational reasons, your data is transferred to countries belonging to the European Union: this transfer is in any case legitimate as it is guaranteed by the existence of adequacy decisions issued by the European Commission and/or standard protection clauses based on the models adopted by the European Commission pursuant to Article 46 of the GDPR.

You may request from the Data Controller a copy of the safeguards adopted for the transfer of your personal data outside the EU, as well as information on the locations where they have been made available, by sending a specific request to the Data Controller via email at privacy@pa-etl.it.

CONTROLLER

The Data Controller is PA SPA, with registered office in Via Milano, 13 - 42048, Rubiera (RE), Italia, +39 0522 623612, privacy@pa-etl.it, in the person of its pro-tempore legal representative.

You have the right to obtain from the Data Controller the erasure (right to be forgotten), restriction, updating, rectification, portability and opposition to the processing of your personal data, and in general you may exercise all the rights provided for in Articles 15 et seq. of European Regulation 2016/679 by writing to privacy@pa-etl.it. The data subject has the right to lodge a complaint with the Supervisory Authority

EU Regulation 2016/679: Articles 15, 16, 17, 18, 19, 20, 21, 22 - Rights of the Data Subject

1. The data subject has the right to obtain confirmation of the existence or otherwise of personal data concerning him/her, even if not yet recorded, and

their communication in intelligible form and the possibility of lodging a complaint with the Supervisory Authority

2. The data subject has the right to obtain information on:

- a) the origin of the personal data;
- b) the purposes and methods of processing;
- c) the logic applied in the case of processing carried out with the aid of electronic instruments;
- d) the identification details of the data controller, data processors and designated representative pursuant to Article 5, paragraph 2;
- e) the subjects or categories of subjects to whom the personal data may be communicated or who may become aware of it in their capacity as designated representative in the territory of the State, data processors or persons authorised to process personal data.

3. The data subject has the right to obtain:

- a) the updating, rectification or, where interested therein, integration of the data;
- b) the erasure, anonymisation or blocking of data that has been processed unlawfully, including data whose retention is unnecessary for the purposes for which it has been collected or subsequently processed;
- c) certification that the operations referred to in letters a) and b) have been brought to the attention, also as regards their content, of those to whom the data have been communicated or disseminated, except in the case where this proves impossible or involves a manifestly disproportionate effort compared to the right being protected;
- d) the portability of the data.

4. The data subject has the right to object, in whole or in part:

- a) on legitimate grounds, to the processing of personal data concerning him/her, even though they are relevant to the purpose of the collection;
- b) to the processing of personal data concerning him/her for the purpose of sending advertising or direct sales material or for carrying out market research or commercial communication.