

Privacy Policy

Welcome to FTI Group and our online presence.

We thank you for your interest in our job offers. Protecting your privacy and data is very important to us. We only collect and use your data in accordance with the provisions of the General Data Protection Regulation (EU) 2016/679 (GDPR) and the applicable provisions. In the following, we as the controller will explain to you what data we collect and how we process these data.

1. Personal data

As defined by the GDPR, personal data means any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person. Personal data will only be saved if it is necessary for providing the booked services, adhering to legal guidelines or for purposes explained in the following.

2. Anonymised data / log files / IP address

You can visit our website without providing any personal data. However, certain anonymous data will be saved each time our website is visited, e.g. which page or which offer was called up. This data is not personal, however, and thus is not subject to the legal guidelines of the GDPR.

The website operator or site provider collects data about visits to the site and stores these as server log files. The following data are logged in this manner:

Website visited, time of access, quantity of data sent in bytes, source/link from which you reached the site, browser used, operating system used, IP address used.

The data collected is used for statistical analysis and to improve the website. The website operator reserves the right to examine the server log files at a later time should there be specific indications of unlawful use.

Anonymous data is only collected for statistical evaluation in order to improve our services. For further information, please take note of the figure "Right to information / revocation rights".

3. Purpose of collecting personal data

Personal data must however be provided if you apply for a position via our portal, contact us, subscribe to our newsletter or use other services on our website that require personal data to be given.

Your personal data will only be forwarded to the employer posting the advertisement or, if applicable, to other companies posting job vacancies in this portal.

Your data will be automatically processed and stored in an applicant management system for the purpose of the application. With the voluntary provision of a photo, you consent to the processing and storage of the photo for the purpose of processing the application.

In accordance with legal provisions and in order to keep data collection to a minimum, we will normally only collect data necessary for this precise service. If our forms ask you to provide further information, this is always voluntary and will be marked as such.

The temporary storage of the IP address by the system is necessary in order to enable the delivery of the website to the user's computer. To do this, the IP address of the user must be stored for the duration of the session. This is also stored in log files in order to ensure the functionality of the website. The data is also used to optimise the website and to ensure the security of our information technology systems. In this connection, the data will not be analysed for marketing purposes. Our legitimate interests in data processing according to point (f) of Article 6(1) GDPR lie in these purposes.

The legal basis for sending the newsletter and e-mail advertising following the sale of goods or services is Section 7(3) of the German Act against Unfair Competition (Gesetz gegen den unlauteren Wettbewerb, UWG).

Use of the CVlizer program:

If you use the features of the "CVlizer" program offered on our website to automatically transfer your CV information to the corresponding application form, you agree to your personal data contained in the selected and uploaded file being accessed when you click the "Send" button.

4. Digital communication during the application process

By providing your e-mail address, you will receive confirmation of receipt of your application documents and any further communication for the purpose of your application conveniently by e-mail and agree to these being sent unencrypted, provided that the position is assigned to a controller based in the European Union.

5. Legal basis for the processing of personal data

If we obtain the consent of the data subject for all processing of personal data, the legal basis shall be point (a) of Article 6(1) of the General Data Protection Regulation (GDPR).

For the processing of personal data required for the performance of a contract to which the data subject is a party, the legal basis is point (b) of Article 6(1) GDPR. This also applies to processing that is required to perform pre-contractual measures.

If the processing personal data is required in order to fulfil a legal obligation to which our company is subject, the legal basis shall be point (c) of Article 6(1) GDPR.

In the event that vital interests of the data subject or another natural person require the processing of personal data, the legal basis shall be point (d) of Article 6(1) GDPR.

If the processing is necessary for the purposes of the legitimate interests pursued by our company or by a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject, the legal basis shall be point (f) of Article 6(1) GDPR.

6. Transfer of personal data to third parties

Your personal data will only be forwarded to the employer posting the advertisement or, if applicable, to other companies posting job vacancies in this portal.

Your data will also be transferred to our subcontractors or other service providers related to the fulfilment of obligations in the name or on behalf of us (e.g. technical processing of post and email dispatch) if this is necessary for us to fulfil our legal obligations and to provide you with the services we owe you.

Your data will also be disclosed and sent to third parties if we are obliged to do this by law or on the basis of a final court ruling.

You have the right to receive the personal data concerning you which you have provided in a structured, commonly used and machine-readable format. You also have the right to transmit this data to another controller without being hindered by the controller to whom the personal data was provided.

7. Storage and erasure of data

Your personal data will be stored in accordance with the purposes listed under "Purpose of collecting personal data". The personal data of the data subject will be erased or blocked once the purpose ceases to apply. The minimum retention period of six months that applies to your application documents refers to the position to which your application was last assigned according to your consent.

Data may also be stored if this has been provided for by the European or national legislator in Union ordinances, laws or other regulations to which the controller is subject. The government has set down various storage periods for data. The data will also be blocked or erased if the retention period prescribed by the standards mentioned, unless it is necessary to continue storing the data for the conclusion or performance of a contract.

8. Use of cookies

We use cookies (small computer files with text information sent by the web server to your Internet browser) in order to improve your experience when visiting our website. For example, some notices will only appear once if you allow us to use cookies. Cookies also have an expiry date. If you delete your cookies manually before their expiry, you will receive a new one upon your next visit to the site if you do not block the storage of cookies.

The technical specifications only allow cookies to be read by the server that sent them. We assure you that no personal data will be stored in cookies.

Unfortunately, you will only have limited use of our services if you do not agree to the use of cookies. We therefore recommend you permanently activate the cookies when using our website. Most internet browsers automatically accept cookies. You can, however, deactivate cookies and set up your internet browser to inform you as soon as cookies are sent.

The legal basis for the processing of personal data when using cookies is point (f) of Article 6(1) GDPR.

The legal basis for the processing of personal data when using cookies for analytical purposes is point (a) of Article 6(1) GDPR if the user has given consent.

9. Use of Google Analytics

This website uses Google Analytics, a web analytics service provided by Google, Inc., 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA (“Google”). Google Analytics uses cookies, which are text files placed on your computer, to help the website analyse how you use the site. The information generated by the cookie about your use of the website (including your IP address) will be transmitted to and stored by Google on servers in the United States. Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and providing other services relating to website activity and internet usage. Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google's behalf. Google will not associate your IP address with any other data held by Google. You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionality of this website. By using this website, you consent to the processing of data about you by Google in the manner and for the purposes set out above.

The Google tracking codes of this website use the `_anonymizeIp()` function, which means that IP addresses are only processed in a shortened form in order to prevent direct personal identification. You may object to the collection and storage of data at any time for the future. Clicking on the “deactivate” button will completely stop tracking. In order to make a permanent objection, the browser used must accept cookies. Alternatively, the data collection can be refused by using a Google browser plug-in which prevents the information collected by cookies (including your IP address) from being sent to Google Inc. and used by Google Inc. You can find the relevant plug-in on the following link: <https://tools.google.com/dlpage/gaoptout?hl=de>.

10. Web analysis with Adobe Analytics

This website uses Adobe Analytics, a web analytics service provided by Adobe Systems Software Ireland Limited (“Adobe”). Adobe Analytics uses cookies in order to analyse your usage of this website. If the information on the usage of the website generated by the cookie is transmitted to an Adobe server, the settings ensure that the IP address collected by the cookie is anonymised before geo-localization is performed and replaced by a generic IP address before storage. Adobe will use this information on our behalf in order to analyse the use of the website by the user in order to compile reports on website activities and in order to provide us with more services associated with website and Internet usage. Adobe will not associate the IP address transmitted by your browser as part of Adobe Analytics with any other data held by Adobe. You can prevent cookies being installed by changing the settings of your browser software. Please note, however, that doing this may mean you will be unable to use all the functions of this website. You can also prevent Adobe's collection and use of data generated by the cookie relating to your use of the website (including your IP address) by downloading and installing the browser plug-in available under: <http://www.adobe.com/de/privacy/opt-out.html>.

11. Facebook Social Plugins

This website uses Social Plugins (“Plugins”) of the social website facebook.com, which are operated by Facebook Inc., 1601 S. California Ave, Palo Alto, CA 94304, USA (“Facebook”). The plugins can be identified by the Facebook logo (white “f” on a blue tile or a “Like” button),

or by the words “Facebook Social Plugin”. The list and appearance of the Facebook social plugins can be viewed here: <http://developers.facebook.com/plugins>.

If a website of this online presence that contains such a plugin is called up, the browser used will establish a direct connection with the Facebook servers. The content of the plugins is transmitted directly by Facebook to the browser used which then integrates this in the website. We have no control over the data that Facebook collects via this plugin and would therefore like to clarify how we believe the system works: by embedding the plugin, Facebook receives the information that the corresponding pages of our Internet presence has been accessed. If you are logged into Facebook, Facebook can associate your visit with your Facebook account. If you interact with the plugins (such as when pressing the “Like” button or making a comment), the relevant information is transmitted directly from your browser to Facebook and stored there. If you are not a member of Facebook, there is still the possibility that your IP address will be revealed to Facebook and stored there. To see the purpose and scope of the data collection and the further processing and use of data by Facebook and the associated rights and settings available for the protection of your privacy, please see Facebook's privacy policy: <http://www.facebook.com/policy.php>. If you are a Facebook member and do not wish Facebook to collect data about you via our website and link to your member data in Facebook, you must log out from Facebook prior to visiting this online presence. It is also possible to block Facebook Social Plugins with add-ons for the browser used, such as the Facebook Blocker.

12. Use of XING social plugins

This online presence uses social media plugins by the social network Xing, which is operated by XING AG, Dammtorstraße 29-32, 20354 Hamburg (“XING”). The social plugins can be identified by the XING logo, a stylised “X” of opposing arrows in green. When calling up this Internet site, the browser will establish a brief connection with the XING servers, by which the “XING share button” functions (particularly the calculation/display of the meter) are performed. XING will not save any personal data of the user when calling up this service. XING will in particular not save any IP addresses. Furthermore, no analysis of the usage behaviour will take place through the use of cookies in connection with the “XING share button”. Users can find the latest privacy policy concerning the “XING share button” and any additional information on this Internet page: https://www.xing.com/app/share?op=data_protection

13. Use of LinkedIn social plugins

This online presence uses plugins of the social network LinkedIn, which is operated by the LinkedIn Corporation, 2029 Stierlin Court, Mountain View, CA 94043, USA (“LinkedIn”). The LinkedIn plugins can be identified by the corresponding logo or the “Recommend button” (“Recommend”). Please note that the plugin will establish a connection between your relevant Internet browser and the LinkedIn server when visiting our Internet page. LinkedIn will be informed that this online presence was visited with your IP address. If you click on the LinkedIn “Recommend button” and you are also logged into your LinkedIn account, you can link content from our Internet pages to your profile page in your LinkedIn profile. This will allow LinkedIn to associate your visit to our Internet page and your user account. You must know that we do not receive any knowledge of the content of the data transmitted and the use thereof by LinkedIn.

You can find further details on the collection of the data and on your legal options and the settings available from LinkedIn at <http://www.linkedin.com/>

14. YouTube

This website uses a link to YouTube provided by Google, Inc., 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA. When embedding, we use the “Extended data protection mode” so that a transfer of usage information only takes place when starting the video. In this case, it will be transmitted which specific pages of our Internet presence you have visited and which videos are viewed. When you are logged into your YouTube account, you enable YouTube to associate your page access directly with your personal profile. You can find further information on the collection and processing of your data by YouTube in the corresponding privacy policy www.youtube.com

If you would like to ensure that none of your data is stored by YouTube, do not click on the embedded videos.

15. Right of access / revocation; other rights of data subjects

You have the right:

- Pursuant to Art. 15 GDPR, to obtain from us confirmation as to whether or not personal data concerning you are being processed. In particular, you can obtain information on the purposes of the processing, the categories of personal data, categories of recipients to whom your data has been or will be disclosed, the planned duration of storage, the existence of a right to rectification, erasure, restriction of processing or to object, the existence of a right to lodge a complaint, the origin of the data, if this has not been collected by us, and on the existence of automated decision-making including profiling and any meaningful information on the details.
- Pursuant to Art. 16 GDPR, to obtain the immediate rectification or completion of the personal data concerning you stored by us;
- Pursuant to Art. 17 GDPR, to obtain the erasure of personal data concerning you stored by us unless the processing is necessary for exercising the right of freedom of expression and information, to fulfil a legal obligation, for reasons of public interest or for the establishment, exercise or defence of legal claims;
- Pursuant to Art. 18 GDPR, to obtain the restriction of processing of your personal data, where the accuracy of the personal data is contested by you, the processing is unlawful but you oppose the erasure of the personal data, or we no longer need the data, but you require them or the establishment, exercise or defence of legal claims or you have objected to the processing pursuant to Art. 21 GDPR.
- Pursuant to Art. 20 GDPR, to receive the personal data concerning you, which you have provided to us, in a structured, commonly used and machine-readable format or request the transmission to another controller;
- Pursuant to Art. 7(3) GDPR, to withdraw the consent you once provided to us at any time... This will mean that we will no longer be able to continue the data processing relating to this consent in the future, and

- Pursuant to Art. 77 GDPR, to lodge a complaint with a supervisory authority. Generally, you may contact the supervisory authority at your usual place of residence or workplace or at our registered office.

In order to withdraw your consent to data usage, to exercise your right of access, or request the rectification, blocking or erasure or to exercise your other rights as a data subject, please contact:

FTI Touristik GmbH
Landsberger Straße 88
80339 München
Germany
Telephone (+49) 089 2525 6580
Email: info@fti.jobs
www.fti.jobs

These rights are of course available to you free of charge, without you incurring higher transmission costs for your request than for the base rates.

The Data Protection Officer of our company is listed below: Our Data Protection Officer is: Rechtsanwalt Frank Hütten, Noll & Hütten Rechtsanwälte GbR, c/o FTI Touristik GmbH, Landsbergerstr. 88, 80686 München, Germany; Email: dataprotectionofficer@fti.de; Telephone +49 8925250

In order to exercise your rights as a data subject to access, rectification, restriction or erasure of your personal data, please do not contact the Data Protection Officer directly, but initially contact the department of the Data Protection Officer mentioned above, who will process your enquiry immediately.

16. Security, questions and remarks, controller

Security also depends ultimately on your system. You should always treat your access information as confidential, never allow your browser to save passwords and close the browser window when you leave our website. This makes it more difficult for third parties to access your personal data.

Use an operating system that can manage user rights. Always set up different user profiles, including amongst family members, and never use the internet under administrator rights. Use security software such as virus scanners and firewalls and always keep your system up to date.

The controller for this online presence as defined by the General Data Protection Regulation and other national data protection laws of Member States as well as other data protection regulations.

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Our privacy policy as PDF can be found here.